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NEWS

JANUARY 13, 1978

Centennial to begin

This year, on October 15 to be exact, General Electric will be celebrating its one hundredth birthday.

On that day in 1878, Thomas A. Edison formed the Edison Electric Light Company for the express purpose of developing a new source of light — the incandescent lamp. It was an event that raised barely a ripple in the business news of the day.

In contrast, as GE begins a year-long observance of the 100th Anniversary, the company is worldwide in scope and a strong competitor in more than a dozen industries. Employment as 1977 began was about 270,000 in the

partments and began reporting individually as they do today.

Fort Wayne is now the headquarters of the Appliance Components Business Division, the world's largest supplier of appliance components. Located here are the Components Sales Department, the General Purpose Motor Department, the Hermetic Motor Operation, the Specialty Motor Department and the Appliance Components Support Operation.

In addition, the Specialty Transformer Business Department, which is not a part of the ACBD, has a GE manufacturing facility here.

As the year began, approximately 5300 people were employed by General Electric in Fort Wayne.

GE people everywhere have pay, benefits and membership in a family of jobholders who are the envy of those in many other companies.

The company has pioneered in employee benefits, initiating a pension plan in 1912, long before such plans became a subject of collective bargaining, and following this with life insurance coverage, medical expense coverage and others.

PLANS TO BE ANNOUNCED

Details on the companywide activities as well as information on corporate aids to local celebrations in connection with the special historical observances are expected to be announced later.



U.S. and Puerto Rico with thousands of other individuals representing GE throughout the world.

In Fort Wayne, 1978 is also especially significant.

Although the electric light business here is traced back to the founding of the Jenney Electric Light Company in 1892, it was exactly 25 years ago in 1953 when the motor "sub-departments" became operating de-

Company, employee taxes rise for Social Security benefits

A tax rise to help support the valuable benefits of Social Security went into effect for all employees—and all companies—as 1978 began.

Beginning January 1, GE paid a tax equal to 6.05 percent of the first \$17,700 of each employee's pay, and each employee will pay a similar amount on his own pay.

For GE, it is estimated that the Social Security tax in 1978 will be over \$240 million. For employees, the maximum tax for an individual will be \$1070.85. Of course, those earning less than \$17,700 annually will have a proportionately smaller tax.

For Fort Wayne operations, the amount paid by the company for social security in 1977 was about \$4.3 million, a figure which will rise in proportion to the tax increase paid by employees in 1978.

Russell Hubbard, one of GE's

corporate employee benefits specialists, points out that, "The Social Security tax increase will mean deductions of about \$2 per week more than last year at the maximum. It is estimated that the tax rise will increase GE's Social Security tax by about \$30 million."

Hubbard emphasizes that, "Despite the new higher tax and the new higher earnings base on which it is levied, Social Security benefits represent good value. Social Security is now the basic source of retirement income for most Americans as well as a basic source of disability and survivor income and special medical benefits. In the last few years, Social Security benefits have moved ahead of the contributions necessary to support them, so we must expect to pay the bill."

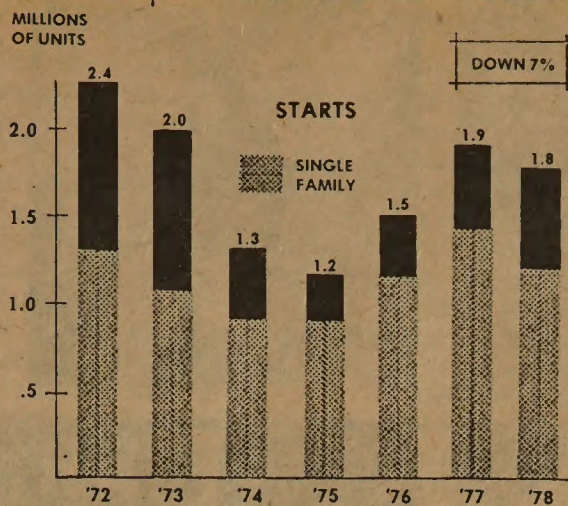
In the same period, Social Security retirement income benefits have risen from a maximum of \$121 a month to a maximum of \$460 a month this coming year and new kinds of benefits have been added.

In addition to retirement in-

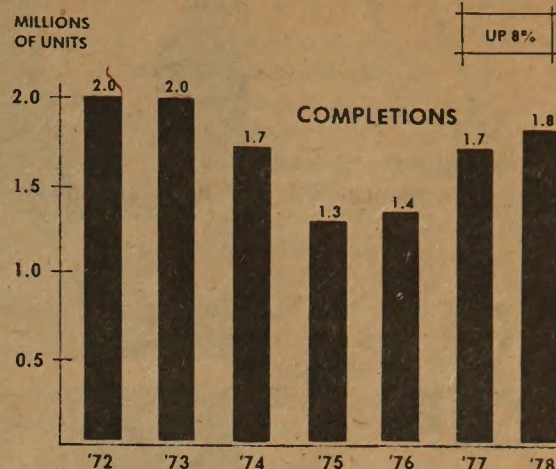
Please turn to Page 4

Holiday Pictorial See Page 2

1978 OUTLOOK



HOUSING



WHAT'S AHEAD?

Analysts predict growth year for division

Appliance Components Business Division (ACBD) analysts are predicting another growth year for the division, taking into consideration a slight slowing trend in overall growth of the U.S. economy in 1978.

The assessment of business prospects for the coming year forecasts a growth in the nation's "real" gross national product (GNP) of four percent. This GNP figure, which

appliances and other products related to GE Fort Wayne business. The fact that '78 spending is forecasted to be up 6.2 percent over the preceding year (SEE GRAPH) provides an encouraging sign.

Perhaps the most meaningful economic barometer is the outlook for housing. Total starts are expected to be down from 1.9 million in 1977 to 1.8 million in the coming year—a seven percent decline.

Despite the slight reduction, the level of construction activity for single family dwellings, which has a more direct bearing on ACBD business, is expected to be quite good.

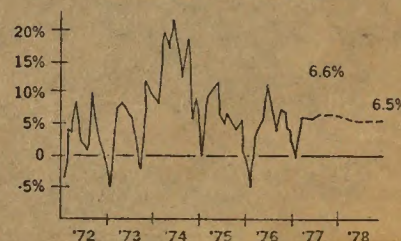
Add this to the fact that housing completions are expected to be up eight percent next year, and this is another encouraging sign for the division.

While representing a substantial cost factor that must be recovered through improved productivity, the projected inflation rate of 6 to 7 percent is low and relatively

stable when compared to the double digit figures experienced in 1974.

This, plus the fact that real disposable income is expected to increase by 4.6 percent contributes to the positive outlook.

CONSUMER PRICES ANNUAL RATE OF CHANGE

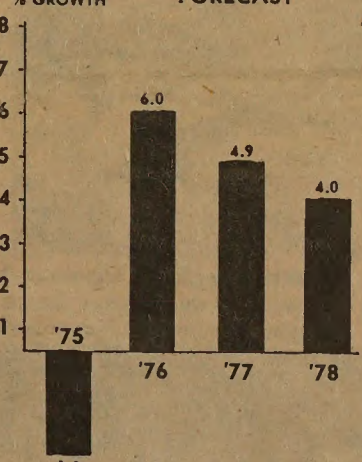


Factors which could have an adverse impact on ACBD business operations include: accelerated inflation, unemployment levels, federal reserve policy, the energy program, increased competition, and vertical integration (in which current customers begin manufacturing their own components instead of buying them from GE).

"While uncertainties still exist on government energy and tax policies which will have a tremendous economic impact on all of us, on balance, 1978 should be a good year for our business," a Component Sales Department spokesman said.

"We are confident that our people, backed up by a variety of new sales and product programs and strong operating department support, will make 1978 an even better sales year than 1977."

REAL GNP % GROWTH FORECAST

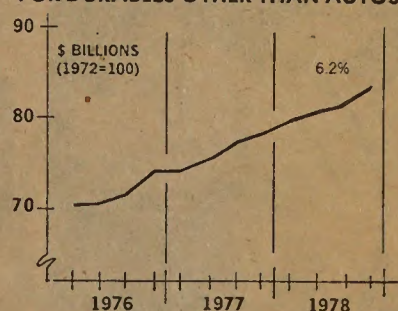


is a measure of total output of goods and services adjusted for inflation, is down somewhat from the 4.9 percent rate in 1977.

However, a four percent growth in 1978 is still sufficient to support the level of business activity needed to provide another growth year for ACBD.

Consumer expenditures for durables other than autos is a broad based category broken out of GNP data that includes

REAL CONSUMER EXPENDITURES FOR DURABLES OTHER THAN AUTOS



(Statistical Source: GE mapcast, U.S. Department of Commerce)

In two job categories

Long term disability rates decrease

There's good news for participants in GE long-term disability plans as the year begins. Rates for two of the categories dropped. In the third category, rates stayed the same as in 1977.

The rates for employee contributions are set by the insurance company at the beginning of each year, based on claims experience under the plans. The new rates went into effect with the payroll period beginning nearest January 1, 1978.

Here are the new rates for participants:

The contribution rate for hourly employees with less than 14 years of service has been 1.35 percent

of normal straight-time earnings. For 1978, that rate will be cut approximately in half. It will drop to 0.7 percent of normal straight-time earnings.

Hourly employees with 14 or more years of service will continue to pay the same rate as in 1977—\$2 per week—for their coverage.

The rate for the long-term disability plan for salaried employees will drop slightly in 1978. In 1977, it was \$1.80 for each \$100 of monthly benefits provided under the plan. In 1978, the rate will be \$1.70 per month for each \$100 of benefits.

Please turn to Page 4

1977

★
A
GE
CHR
ISTM
ASTOR
EMEMBE
RFORMAN
YYEARSTO
COME



I really liked the show
and liked the candy
I am glad that you had it
Thank you
The best macrobats

Karla Sallfrank
R R#3 OSSIAN
Age 8

CHILDREN at the annual GE Christmas party were entertained by professional troupes and were delighted when Santa arrived to pass out special treats. This year's holiday party marked the 50th one sponsored

ed of the GE Club. Shawn at center is part of the crew who helped organize the special event. At right is a letter sent by one of the children who attended.



SANTA even found his way to the Specialty Motor—Taylor Street production line to pass out a little holiday cheer this year. Gaylard Gerke is shown receiving his treat from Dick Johnson and Gory Sykes. At left is Regino Bowden and "Sonto Sykes."



PENSIONERS celebrated the season with a traditional holiday patluck at the GE Club, where over \$60 was collected for a local radio station fund drive. In spite of bad weather and snow, over 300 pensioners attended the event, bringing delicious homemade dishes to share.

ELEX Club again sponsored their annual Christmas party, this year featuring a professional entertainment group, "Life". Entitling this year's celebration, "Christmas Reflections," more than 600 attended in spite of inclement weather. In other holiday projects Elex collected over \$1900 for the needy this Christmas.



ALLEY CHAT By Connie Houser

The New Year arrived at the club with a big blast of great scores covering three weeks of bowling.

Jim King of the Hermetic League bowled two fantastic 600 series. Jim fancied a 626 (236-202-188) followed by a fine 615 series (210-209-196) clinching both first and second place for high series.

The Small Motor League celebrated third place when **Jim Hagadorn** crashed the pins for a 610 series (224-222-164).

Art Smethers of the Friday Nite Taylor St. League missed a 600 series by just one pin! But we will give him honors of fourth place. After all, a 599 series which included a sound 215 game is pretty close, don't you think?

Did anyone hear all the "noise makers" when the GE Office League jumped for joy to see **Bob VanRy** clinch first high game with an astonishing 243 score? Nice going Bob. Second high game went to **Rich Frede** of the Emmaus Married Couples League when he shot a swell 237 game.

Other swinging 230's were turned in by: **Don Neuhaus**, Small Motor, 235; **William Baulkney**, Masonic, 233; and **Bob Younghaus**, GE Office, 232. Let's hear it for the men.

More floor stomping scores were turned in by: **Lonnie Padgett**, 225; **Frank McClain**, **Jim Slater**, **Mike Slater**, and **Ed Fischer**, 217s; **Bob Lehman**, **Bob Munro**, and **Harvey Miller**, 216s; **Leon May**, 215; **Jack Morris**, **Shelby Board**, **Denny Mertz**, **Jim Rieger**, and **Bill Remmert**, 214s; **Steve Reidaar**, **Elmer Asbell**, and **Jack Moser**, 213s; **Dave Uncapher**, 211 & 205; and **Larry Myers**, and **John Thurber**, 210s.

Marion Steffen of the Monday Morning Ladies, and **Donna Treesh** of the Friday Nite Ladies rang in the new year with a tie for both first place in high series, and high game. That's right, Marion hit a 515 (200-190-125) right along with Donna's 515 (200-159-156). Note their 200 games which netted them high game award, too. How about that?

Allene Rogers of the Tuesday Afternoon Ladies League rolled second high game with a smooth 199.

Other confetti throwing scores were turned in by: **Freddie King**, and **Luanna Hawley**, 192s; **Kay Bade**, 188; **Phyllis Bittner**, and **Louise Young**, 185s; **Edna Woebeking**, and **Deb Siples**, 184, and **Carol Meads**, 180. Good work ladies.

The Junior League is bursting with pride for their **Kevin Senter** because he blasted the alleys with a new Junior League record for the year with a 228 game netting him a grand 556 series. Take a bow Kevin!

The Friday Nite Ladies League is in need of one woman to finish the year. If you are interested, please call the Club, Ext., 2042.

Coming next month will be the Second Annual 1978 Scotch Doubles Tournament. Be sure to sign up early so you won't miss out on all the fun!

SCOREBOARD By Pat Ebetino

Holiday basketball league action at the GE Club was somewhat limited, but a few games were played. The Superstars won a pair, the first a 98-57 decision over Taylor Street. Leading scorers for the Stars were **Jim Whitt** and **Lester Woods** with 22 each, followed by **Leon Smith**, 18, **James Moore**, 17, and **Bernie Ebetino**, 11. Pacing Taylor Street were **Rick Stoller** with 21 and **Jerome Miller**, 18.

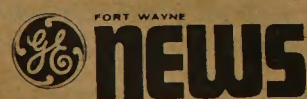
The Stars then beat Heaven Help Us, 103-58. **James Moore** led the victors with 27, followed by **Leon Smith** with 23, **Jim Whitt**, 19, **Bernie Ebetino**, 15, and **Kurt Avery** with 12. **Tennyson Williams** hit for 19, **James Brown** had 13 and **Greg Olwine** had 10 for HHU.

Decatur posted a 62-51 victory over Heaven Help Us and then won a close decision 66-64 from the Shooters. **Steve McBride** led Decatur in the first with 26. **Tim Irwin** and **Mike Busse** chipped in 13 and 12 respectively. **Williams** again was tops for HHU with 26. **Jeff Barnett** and **Greg Olwine** each added 10. **Tim Irwin** led the Decatur attack in the second win while **Steve McBride** tallied 21. **Chris Grover** was high point man for the Shooters with 25, while **Barry Light** added 14.

Wire Mill bombed a four-man Schecks team 96-36. **Sparky Wallace** led the assault with 28, followed closely behind by **Dick Baughman's** 26 and **Ron Gerber's** 20. **Mike Bird** also helped out with 10. Leading the scorers for Schecks was **Carl Relinking** with 16 while **Doug Minnick** added 10.

Club bingo planned for tomorrow night

The next Club Bingo for GE employees is set for 7:30 p.m., Saturday, January 14 in the GE Club. A special program is planned.



VOL. 60, NO. 1

...about the people who help make the world's most dependable components

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Voting for six new ECSF board members begins next week; ballots with paychecks

Ballots to elect six new administrators to the Employees' Community Services Fund (ECSF) board will be distributed with paychecks next week.

The new representatives will replace outgoing administrators whose terms on the 15-member board have expired. This year two hourly and four salaried employees will be chosen to fill the administrative seats.

Employees will receive ballots on Wednesday, January 18, and Friday, January 20. All ballots must be returned by Friday, January 27.

ECSF board members administer the funds raised in the

annual drive to support the United Way agencies in Allen County. Board members also regularly visit and hear representatives of these agencies during the year to monitor how employee contributions to the United Way are being spent.

The following list shows the location, job category and name of the nominees:

General Purpose Motor Department, Taylor Street (salaried)—**Sharon Krinn** and **Peggy Stearns**.

Specialty Motor Department, Building 4-6 (salaried)—**Mark Cooke** and **Geraldine Koennemann**.

General Purpose Motor Department, Winter Street (salaried)—**Vern Robinson** and **Joe Miller**.

Specialty Transformer Business Department, Building 26-2 (hourly)—**Virginia Brown** and **Phyllis Johnson**.

Specialty Motor Department, Building 32-1 (hourly)—**Linda Christ** and **Bill Reith**.

Hermetic Motor Operation, Building 18-4 (salaried)—**Paul Yentes** and **Donna Stetler**.

When ballots have been counted, the nominee with the most votes will become administrator and the other will be an alternate.



KRINN



STEARNS



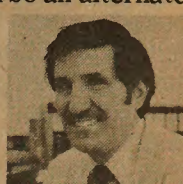
COOKE



KOENEMANN



ROBINSON



MILLER



BROWN



JOHNSON



CHRIST



REITH



YENTES



STETLER

GE, Hitachi form joint TV business

General Electric Company and Hitachi Ltd. of Japan have announced plans for the formation of a new jointly-owned company to support their participation in

In a step that will help assure continued employment for approximately 4000 employees in the U.S., and hopefully increase their number, the companies said they had agreed in principle to establish General Television of America, Inc. for the engineering, manufacturing, and marketing of television products.

Under the proposed agreement, the new company will combine General Electric and Hitachi technologies and will utilize the facilities and personnel of General Electric's current television business which employs approximately 3000 in Portsmouth, Virginia and 1000 in Syracuse, N.Y. General Electric and Hitachi each will own 50 percent of the shares of the new company.

The agreement was described as "positive, innovative, and exciting" by **Reginald H. Jones**, Chairman of General Electric, and **Hirokichi Yoshiyama**, President and Representative Director of Hitachi Ltd.

General Television of America, Inc., will produce and provide General Electric, Hitachi and private label brand television sets. It will also manufacture other television manufacturers. The sales and service channels for the General Electric and Hitachi brands will remain unchanged. General Electric brand products will be sold and serviced through GE's Major Appliance Business Group Sales and Distribution Operation. Hitachi brand products will continue to be sold through Hitachi Sales Corporation of America.

Mr. Yoshiyama said the new company will enable Hitachi to serve the American market with a full line of television products. "Hitachi looks forward to bringing together the technological strengths of two recognized leaders in the TV industry. This can

only result in even greater values for the American consumer," he said.

Mr. Jones said that "Hitachi is world-renowned for its technological capabilities. A close cooperative working relationship is expected between the management of General Electric and Hitachi Ltd. in support of the new company."

General Electric's television business is headquartered in Portsmouth, Virginia. In addition to the television assembly plant in Portsmouth and TV tube manufacturing facilities in Syracuse, N.Y., it has a TV components manufacturing facility in Singapore. Headquarters and manufacturing facilities will remain the same for General Television of America, Inc.

Establishment of General Television of America, Inc. is contingent upon necessary corporate and governmental approvals.

a
Touch
Of Class
FOLLIES '78

Follies Dress Rehearsal
Civic Theatre Guild

8 p.m.
February 6

Performing Arts Center
Special Ticket Price

\$2

From ELEX CLUB
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by calling Ext. 3555



Interested in
men's and women's
spring tennis?

You can
register at
2 p.m., Sat., Jan. 21
GE CLUB
Trophy Room



GE cafeterias featuring...

MONDAY, JANUARY 16—homemade beef gumbo soup, wieners with baked beans, chicken and noodles. **SPECIAL:** Grilled ham and cheese sandwich and worm cobbler. **TUESDAY, JANUARY 17**—homemade navy bean soup, baked ham, conadion meat pie. **SPECIAL:** Reuben sandwich plate, \$1.25. **WEDNESDAY, JANUARY 18**—homemade beef noodle soup, solisbury steak with country gravy, escalloped ham and cabbage. **SPECIAL:** Mexican fiesta plate. **THURSDAY, JANUARY 19**—homemade vegetable soup, hot pork sandwich with whipped potatoes, beef chop suey with rice. **SPECIAL:** Bacon-lettuce-tomato sandwich and layer cake. **FRIDAY, JANUARY 20**—homemade chicken rice soup, stuffed cabbage, macaroni and cheese, fried fish. **FISH PLATTER:** Fish, french fries, cole slow, bread, slice lemon, \$1.17.

RETIREMENT REFLECTIONS

A black and white portrait of a man with glasses, wearing a suit and tie. He is smiling slightly. The photo is placed in the top left corner of the page.A black and white portrait of a middle-aged man with glasses, wearing a dark suit jacket, a light-colored shirt, and a patterned tie. He is smiling slightly and looking directly at the camera. The background is a textured, mottled grey.

The long-term disability plans are optional benefits under which employees can purchase insurance that provides replacement income in the event of total disability which lasts more than 26 weeks.

Signature _____

Supervisors learn effectiveness skills

Supervisors say it's sometimes hard to know whether to let employees handle problems or whether to become involved themselves.

According to the advice given foremen and first line supervisors from General Purpose Motor taking a corporate sponsored supervisor training course, intervention can be as harmful as non-in-

tervention.

"An effective supervisor thinks about the trigger point (the time when he should get involved) ahead of time; makes sure employees are properly equipped, placed and trained to deal with problems when they occur; and makes sure situations are handled properly, stepping in when necessary, to keep a

problem from getting out of hand," said Ed Misselhorn, GPM manufacturing administration specialist.

Ed coordinated and led the course for the three days the about 20 foremen and supervisors attended sessions last month, while many other employees were off during the holiday shutdown.

Part of the benefit of the program, according to Ed, is that it allows a time when foremen and supervisors can get together and communicate.

"There is oftentimes a melting pot of ideas and solutions to handling a problem that comes out of the discussion," Ed commented.

In addition to the subject of "planning, organizing and controlling for contingency situations," the groups discussed grievance handling, labor relations, industrial alcoholism and influencing job performance.

One of the most important ideas Eldon Schoch said he got out of the industrial alcoholism and influencing job performance.

Please turn to Page 2



WAYNE BOESTER and BETTY HYDE were members of a small workshop group during a recent supervisor training class.



BILL WOODWARD, ELTON SCHOCH and JERRY MATTIX worked together on a contingency plan during the three-day course.



FORT WAYNE

NEWS

JANUARY 20, 1978

GE people in savings plans share record \$197 million

The annual "payout" under General Electric's employee savings and investment plans went into the mails early this month, and the securities and cash involved in the distribution had a record high total dollar value of more than \$197 million.

The distribution involved securities and cash worth \$197,548,075 based on 1977's year-end market values for GE stock and S&SP Mutual Fund Units, and the maturity value of U.S. Savings Bonds. This total went to GE people as a result of their 1974 investments under the Savings and Security Program and their 1972 savings under the Savings and Stock Bonus Plan. Holding

periods for investments under the two plans for those years ended with the end of 1977.

The year-end market value for GE stock on the N.Y. Stock Exchange was \$49.75 per share; for S&SP Mutual Fund Units the year-end per-unit value was \$25.54.

A total of 163,509 employees, retirees, and former employees are sharing in the distribution. Of these, 145,186 are getting securities and cash worth nearly \$188 million in the S&SP part of the distribution. In addition, 18,323 are receiving almost \$10 million in securities and cash under the Savings and Stock Bonus Plan.

A breakdown of the kinds of securities in which GE people are receiving their distribution indicates the way employees were choosing to invest during the years for which the two holding periods have just ended.

Based on year-end market value, nearly \$62 million of the total payout was in GE stock. There were 1,242, 291 shares involved.

The maturity value of the U.S. Savings Bonds mailed in the distribution was more than \$89 million. A total of 1,795,591 bonds in various denominations were mailed.

The market value of the S&SP Mutual Fund Units involved reached more than \$44 million. That amount represented 1,730,132 Fund Units.

More than \$2 million of the distribution went out to recipients as cash payments.

But the \$197 million total that went to GE people in the payout doesn't reflect all the dollars involved in the annual distribution.

More than \$17 million went into the S&SP Retirement Option feature. This option allows you to have your securities placed in a special account and held until you leave the company, rather than have them delivered to you in the annual distribution.

About \$4 million not reflected in the \$197 million total was made up of fractional shares of GE stock and S&SP Mutual Fund Units that are being carried forward to the next year's distribution to make up full shares and units.

INSIDE:

POP positions to be posted twice each week—
See Page 2



Paul R. Dawley

Dawley manages Wire Mill Operation

Paul R. Dawley has been appointed manager of the Wire Mill Operations effective December 10, 1977.

He replaced Frank B. Kilcoin, who recently retired as the operation's manager.

Dawley has a BS degree in Business Administration-Production Management from Syracuse University and has completed a two-year Masters Program in Industrial Administration at Union College.

He began his career with General Electric while still a student and held several assignments in heavy Military Electronics and

Defense Systems Dept. before joining the Manufacturing Management Program. His first off-program assignment was with the Large Generator & Motor Dept. where he remained for nine years holding assignments in production control and personnel practices. He was also a foreman and manager of manufacturing.

Most recently Dawley has been with Industrial Truck Division as general plant manager at Matteson, Illinois, and manager-manufacturing for ITD.

Paul and his wife, Judith, and their four children plan to move to Fort Wayne in the near future.



FORT WAYNE GE COAL SUPPLIES, unlike coal shortages being reported in some other parts of the nation, are remaining strong, according to Jim Brenock, plant facilities engineering manager. He said less coal has been consumed in December 1977 to the second week of January 1978 than in a comparable period last winter. "We don't anticipate any supply problems this year, especially with our back up systems in place, but it mostly depends on how the weather goes in the weeks ahead," Brenock said.

Supervisors discuss problem drinking

Continued from Page 1
holism training had to do with recognizing alcoholism as an illness rather than a social problem.

"The seminar reassured me that it is better to be understanding than to react the way I hear sometimes: 'Fire the drunk!' We learned that any counsel a supervisor can offer without prying into an



ED MISSELHORN instructed the supervisors during the workshop.

employee's personal life, is a definite plus," he said.

Eldon added "Of course, another thing to recognize about problem drinking is that it often comes in stages and if a supervisor recognizes a problem early enough, he should offer his own counseling to help an employee improve job performance."

But if a situation involving problem drinking grows worse, supervisors were told they have an obligation to point out alternatives. "They might eventually have to give an employee the choice between seeking professional advice on alcoholism or risk receiving a poor performance report," Ed Misselhorn explained.

The course subjects are part of a total of over 24 included in the Foreman-Supervisor Program (FSP) sponsored by the General Electric Management Development Institute.

This was the third year

FSP has been offered in Fort Wayne, according to Misselhorn.

The following Broadway and Winter Street GPM people were enrolled in the program this year: Wayne Boester, Paul Boyer, Charley Lauer, Jim McKinney, Keith Schrimshaw, Bill Woodward, Eldon Schoch, Jerry Mattix, Betty Hyde, Cliff Bentley Jr., Don Konow, Angelo Trentadue, Pennie Larson, Harold E. Cooper, Art Vachon, Jim Brake, Don Morris, and Dave Olson.

Recognizing alcoholism as an illness, rather than a social problem



ART VACHON, CLIFF BENTLEY JR., and DAVE OLSON discussed problems as a team during the training.

Effective presentation award bestowed on Thomas Bains

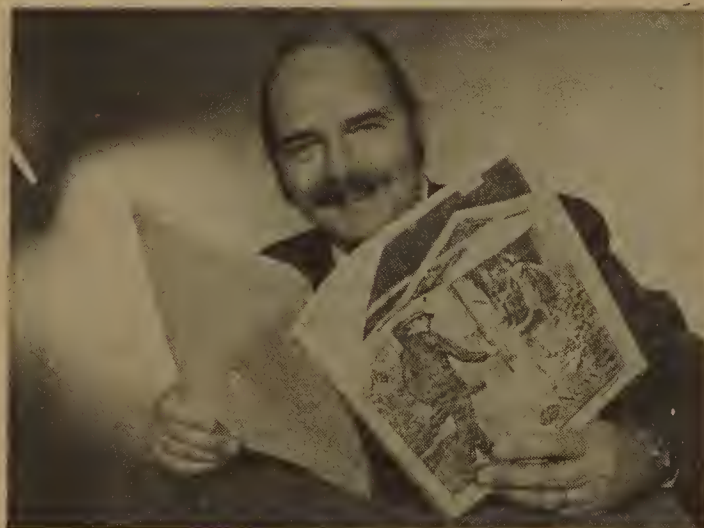
Classes were recently completed by 18 employees in "Effective Presentation". Shown seated from left are: Roger Grosso, instructor; Thomas Bains, voted top speaker at the EP banquet; George Dykhuizen, instructor. Standing are: Thomas V. Trudell, judge; Douglas R. Mills, judge; William F. Borgmann, speaker; R. Anthony Richards, speaker; Howard J. Levine, speaker; Richard Gebert, judge; Charles Gnau, judge; and Donald K. Bisson, judge. Although not shown, P.



Douglas Lohse won an award for the best written paper and Phyllis Penrose and Thomas Ziegler were selected as most

improved speakers in each of the two classes sponsored during the previous term.

SPECIAL ANNIVERSARY OFFER



(Don French)

'You wouldn't believe what they were doing in 1928, or would you...'

FREE copies of the December 21, 1928, GE NEWS are now available so you can find out for yourself. Includes 37 pages of oldtime pictures, limericks, adventure stories, "Homely Facts", local events, features early experiments with television and other "new" developments, "GIRL'S SECTION", athletics, and much more. Limited supply available at the Employee Store, 1030 Swinney St. Sponsored by the Elfun Society during their 50th Anniversary year celebration. Stop by the Employee Store for your copy today.

GENERAL ELECTRIC
NEWS
FORT WAYNE, WORKS

POP positions to be posted Tuesdays through Fridays

Beginning Tuesday, January 31, Promotional Opportunity Program (POP) postings of open position descriptions will start on a twice each week schedule.

This is being instituted to provide greater visibility to open jobs and to make POP more efficient.

With the new procedure, open positions will be posted by 11 a.m. on Tuesday and removed on Friday. Self-nomination forms for these jobs must be in the "locked pick-up box" by 9 a.m. on the Friday following the posting. A different set of jobs will be posted by 11 a.m. on Friday and removed the following Tuesday. Self-nomination forms for these must be in the "locked pick-up box" by 9 a.m. on Tuesday.

The following is a list of those individuals selected for positions on POP. Job numbers that are missing have either already been listed in the GE News or will be as the position is filled.

NUMBER	POSITION	CANDIDATE SELECTED
109 - GPM methods & time standards application		- Orton Gilpin
112 - GPM customer service specialist		- Rose Rogers
118 - SMD manufacturing engineer		- Don Caudill
119 - Div Finance spec-adv computer programs & support		- John Buckley
120 - GPM dispatcher		- Donald Dame
121 - GPM general clerk		- Rhonda Napier
125 - GPM keypunch payroll		- Ruth Hoover
127 - GPM foreman-stator winding		- Roger McFadden
130 - ACSO general clerk		- Jane Eby
131(2) - Div Finance pers. acctg. benefits clerk		- Carolyn Hirsch
		- Div Finance pers. acctg. benefits clerk - Ruth Woehner
133 - GPM spec-Turk GE acctg.		- Rolhana Bhargava
136 - HMD supervisor co-ordinator		- Terry E. Howdyshe
137 A - ACSO general clerk		- Maura Jayne Hartman
138 A - GPM clerk-cost accounting		- Kenneth Howald
139 A - Div Finance billing clerk		- Canceled
140 A - GPM steno-secretary		- Joan Gross
141 A - Div Finance keypunch operator & typist		- Mattie Anderson
149 - ACSO manager utilities-power-house		- Wilbur Simpson
152 A - CSD secretary-accounting clerk		- Marilyn Long
153 A - HMD secretary		- Glenna Becker
156 A - SMD general clerk		- Tina Ratcliff

GE FORT WAYNE
NEWS

VOL. 60, NO. 2

...about the people who help make the world's most dependable components

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ALLEY CHAT By Connie Houser

There are two new attractions at the GE Club. First we want all eyes on the bulletin board to see the new club record for high series. Gary Swenson of the Apparatus League smashed the old season record with a resounding 668 series which included high game of the week for the men, a 247 along with fine games of 222, and 199.

The second attraction is the GE Club's brand new seats. They are just b-e-a-u-t-i-f-u-l, and to top that off, the new seats give the club additional seating room!

Getting back to more bowling highlights, we find Art Keller of the GE Office League clinching second place for high series with a solid 610 which included two games of 209, and a fine 192.

Third place was no contest for Robert Smith of the Friday Nite Taylor St. League as he gave the pins a spin for a great 608 series including games of 222, 207, and 179. Nice going.

Second high game of the week went to Cal Hapner of the Small Motor League with a super 238 game. Dave Uncapher of the Hermetic League was only two pins away for third with a remarkable 236.

Other honorable 230 games were turned in by: Dick Meese, and Fred Hunter, 234s; Larry Stoppenhagen, 232; and Harold Somers, 231.

More fine scores were reported by: Bob Phillips, 229; Denver Fisher, 221; John Thurber, 214; Vernon Lee, 213; Don Lambert, 212; Hank Ebard, John Hunnicutt, and Jim Welks, 211s; and Don Bell, Phil Wysong, "Casey" Kelster, and Neal Conroy, 210s.

The Tuesday Afternoon Ladies are real proud of Janie Flscher. Janie was the one and only high bowler of the week for the women with a swell 181 game.

The Seniors are racking up good scores, too. For the women, Bernie Topp fancied a 196, and Nellie Tappmeyer swung a terrific 191. Mardo Toblas led the men all the way with a dazzling 214. Congratulations Seniors!

Employee News to Note

Store reminds buyers of discount limit

The Employee Store is reminding purchasers of audio electronics products that employees may purchase three units in a 24 month period for the employee's own use or for use by a member of his or her immediate family living in the same household and dependent on the employee for support. The policy includes units installed in cars belonging to the child of an employee who may spend part of his or her time at college providing the child is still a member of the employee's household.

SCOREBOARD By Pat Ebetino

Last week was packed with plenty of action in the General Electric basketball league.

Wire Mill, paced by Bob Gerber's 24 points, out shot the Shooters 77-50. Mike Bird helped out with 21 for the Mill while Dick Baughman and Tom Lang each added 10. Lee Finch led the Shooters with 20. Close behind was Barry Light with 16.

Next Taylor Street out dueled Broadway Grill 52-32. Rick Stoller sank 26 and Bruce Miller connected for 15 in a winning effort. The Grill was led by Charlie Richardson and Rick Dunkin with 9 each.

The undefeated Superstars proved to have too much fire for the Grill 98-38. Jim Whit led the Stars' offensive attack with 38 points equaling the Grill's total for the contest. Bernle Ebetino netted 22, Leon Smith scored 17, and John Turner had 13 in the Stars' win. Charlie Richardson led the losers with 11.

The Shooters then got back on the right track and defeated Schecks Old Timers 53-36. Chris Grover led the Shooters with 16 while Dave Walker tallied 13 for Schecks.

In one of the best games of the year, Decatur upset previously unbeaten Wire Mill 68-67. The game was close throughout. Greg Koons gave Decatur the victory with a short jumper with only five seconds remaining in the game. Tim Irwin led Decatur with 19. He had help from Charlie Walters and Steve McBride who each chipped in 12. Ron Gerber was hot for the Mill canning 24. Sparky Wallace's 14 and Dick Baughman's 13 also helped the Mill.

SUGGESTION WINNER



BY IMPROVING WORKFLOW, Sharon R. Kiermaier's suggestion to rearrange the repair test area at Specialty Motor—Taylor Street earned her \$373. Sharon, who now works as an electrical tester, also received 5000 green stamps, and a trophy for the idea as part of the Super Star Blitz program in 1977 as an outstanding suggester during the year.



Alley gets new seats

New seats are being installed at the GE Club bowling alley to provide more spectator space and to replace deteriorating seat bottoms in a modernizing program there.

"We had been having a lot of complaints about not having enough seats and we were having trouble repairing the old ones," explained GE Club supervisor Ray Fischbach.

The installation of the new stationary furniture adds two seats for each two alley unit.

According to Fischbach, the new half-circle arrangement will also provide better visibility than the old second row chairs.

At a combined cost of more than \$5000, the new facilities will eventually include tables between alley areas and soft drink holders and ashtrays for bowling patrons.

At left is Ed Miller, bowling attendant (top), and Tom Kempf, custodian (bottom).

In Memory

RALPH D. HODGES, 1515 Dell Cove Drive, Fort Wayne, Indiana, died October 26, 1977. He retired in 1967 from Bldg. 19-5, Process Exploration.

DEWEY A. BAUMGARTNER, R.R. 3, Bluffton, Indiana, died December 8, 1977. He retired in 1963 from Bldg. 17-2.

HERMAN KUGLER, Box 62, LaOtto, Indiana, died December 11, 1977. He retired in 1959 from the Specialty Motor Department.

ANDREW LONGARDNER, R.R. 8, Columbia City, Indiana, died December 11, 1977. He retired in 1966 from SAC, Winter Street.

FRANK PHILLIPS, 533 East Camden Drive, Fort Wayne, Indiana, died December 13, 1977. He retired in 1961 from Taylor Street.

MYRON H. DENTZER, 744 Davis Street, Fort Wayne, Indiana, died December 17, 1977. He was employed at Taylor Street.

OPAL NIERMAN, 7217 Hickory Creek, Fort Wayne, Indiana, died December 18, 1977. She retired in 1948 from Taylor Street.

FRANK T. ANDERSEN, 4411 Plaza Drive, Fort Wayne, Indiana, died December 19, 1977. He was a product engineer with the Specialty Transformer Business Department.

LEONARD R. FLOYD, 506 Edgeknoll Lane, Fort Wayne, Indiana, died December 20, 1977. He retired in 1968 from Bldg. 4-2, Specialty Motor Department.

ROSS E. HARTER, 1607 Franklin Avenue, Fort Wayne, Indiana, died December 21, 1977. He retired in 1971 from Section 14, Taylor Street.

LAWRENCE BUCKLEY, Sebring, Florida, died December 22, 1977. He retired in 1970 from

SAC, Winter Street.

REYNOLD R. GETTY, 815 Pasadena Drive, Fort Wayne, Indiana, died December 24, 1977. He retired in 1972 from Bldg. 19-4.



Interested in
womens' and mens'
spring tennis?

You can
register at
2 p.m., Sat., Jan. 21
GE CLUB
Trophy Room

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- handsomely styled, sturdy base
- built in timer turns unit off automatically
- mini-goggles protect eyes.

\$28.75

THE EMPLOYEE STORE

1030 Swinney St.

11 - 5:30 WEEKDAYS

Company lists final prices for '77 GE stock, unit funds

Here are the GE "Stock Prices" and the average "Fund Unit Prices" used in the crediting of participants' accounts for the various months of 1977 under the Savings and Security program. The stock price is the average of the closing prices of GE stock on the New York Stock Exchange for each trading day in the calendar month.

The fund unit price is the average of the daily fund unit prices; determined for each trading day of the New York Stock Exchange in the calendar month by dividing the number of fund units into the net asset of the fund.

The stock price and fund unit price are used for crediting accounts, but should not be used as the cost of shares or units for income tax purposes. "Tax cost" for GE stock or fund units acquired under S&SP is calculated for employees according to Internal Revenue Service regulations. The figures are furnished on the annual "tax information statement" issued shortly after each S&SP payout.

1977	Stock Price	Fund Unit Price
January	\$53.506	\$26.860
February	51.007	26.055
March	50.723	26.149
April	51.719	25.767
May	54.643	26.050
June	55.989	26.180
July	55.250	26.273
August	54.168	25.627
September	52.988	25.205
October	50.399	24.543
November	51.071	25.158
December	48.982	25.159

FORT WAYNE PAYOUT DISTRIBUTION

	Savings & Security Program	Retirement Option	Stock Bonus Plan	TOTAL
Number of Participants	2,004	(Included in S&SP)	798	2802
Savings Bonds	\$1,053,000	\$40,000	\$522,000	\$1,415,000
GE Stock	654,000	125,000	28,000	807,000
Mutual Fund	506,000	96,000	-----	602,000
Cash	\$38,000	100	7000	\$2,870,000
TOTAL	\$2,251,000	\$262,000	\$357,000	\$2.87 million

ESTIMATES of the participation by Fort Wayne employees investing in U.S. Savings Bonds, GE stock, Mutual Fund Units and cash when the annual savings plans "payout" was made this month show that just under 3,000 are participating in the programs. In total they shared \$2.8 million in this year's distribution. The chart above reveals a closer look at how the payout was split up this year.



ASSEMBLY AREA first shift workers Louise Rinehart, Ellie Fox and Della Zulch talked with George Wright, manager of SMD's heating and air-conditioning sales during a special break at Taylor Street.

THANKS! Extra effort brings success to customer rush order story

About 500 employees at Taylor Street were treated to a unique coffee and donut break last week,



THIRD SHIFT finishing area employees enjoyed a recent coffee break, served by SMD plant manager Dick Johnson. From left they include, Pam Grenzenbach, Louisa Freiberger and Teresa Wolfe.

thanking them for "beyond the call of duty" efforts in meeting a special order and in avoiding a potential customer crisis.


The refreshment break, which included all three shifts, was hosted by Specialty Motor Department plant manager Dick Johnson and George Wright, manager of SMD's heating and air conditioning sales.

The events leading up to the gesture of gratitude to employees began January 10. That is when it was learned Carrier-Bryant needed 150 extra SMD motors at their Indianapolis plant by 9 a.m. Thursday, January 12.

The units needed were 39-frame "Energy Saver" motors to be put in Carrier-Bryant's deluxe quiet high efficiency air-conditioners.

"Normally, if we put an order on a rush emergency basis, the motors could have been in the customer's plant in about five days," said Gary Sykes, super-

Please turn to Page 3



FORT WAYNE
NEWS
FEBRUARY 3, 1978

Tuition refunds benefit employees, See Page 2

Plant rebounds from blizzard's blast

Fort Wayne General Electric plant operations were expected to be returning to normal at week's end after one of the worst snow blizzards in history dramatically paralyzed the area last week.

Output in the product departments was halted a week ago Thursday, Friday and again Monday. A three work-day, continuous delay had never previously been recorded in the GE News dating back to 1917 or remembered here by payroll personnel who have over 20 years' service.

The transportation operation, on which product and raw material shipments depend, was at 20 percent capacity Monday and Tuesday and moved at about 50 percent capacity as the "snow dig out" continued to make progress this week. Transportation

Manager Bill Roberson said at press time Wednesday they were hoping to resume full capacity by next Monday, barring unforeseen problems.

Don Cochran, General Purpose Motor manufacturing manager, said GPM would be "doing everything practical to maintain service to customers, inspite of the loss of output generated by the storm."

Hermetic Motor Operation Manager Dan McDonald noted that many of the operation's customers were also affected by the snow. He said, "We are assessing the situation to determine if increased production will be required to meet demand."

At the Specialty Transformer Business Department, Steve Kellebley, acting manager of manufacturing, said, "We are now at-

tempting to recover lost output through use of some scheduled overtime in order to minimize the impact of the storm on customer service."

He added, "A number of people fought the forces of nature and reported to work Thursday through Friday in critical areas so that operations were able to resume more easily on Tuesday."

During the 17-inch accumulated snowfall and wind storm, maintenance, plant protection and power house personnel were on continuous duty. They protected against power outages, water line breakage and automatic equipment failures which can occur in such a situation.

Jim Pugh, Area Services general foreman at Winter Street, Please turn to Page 4

Lovinger heads transformer business

Dan Lovinger has been appointed general manager of the Specialty Transformer Business Department.

He replaced Don Meyers, who was named general manager of the Mobile Radio and Data Communication Dept., prior to the recent sector reorganization of the company.

Lovinger graduated from the University of Oklahoma with a BSEE in 1951 and joined General Electric in a test program the same year.

He was assigned as a design engineer in 1952 with the Ballast Department and was named manager of standard product

design engineering in 1958. In 1963 he became manager of product planning and export market development; manager of advanced product development section in 1966; and was transferred to the Tube Department in 1969 as manager of the imaging and display devices product section.

Lovinger was general manager of the Ballast Department in 1972; manager of the Technical Resources Project in the Special Systems and Products Group in 1976; and manager of the Transportation Systems Strategic Planning Operation in 1977 before accepting his present position.



Dan Lovinger STBD General Manager

Tuition refunds help employees

Plant Panel Question:

You are either currently participating in or have recently taken advantage of the tuition refund program or Individual Development Program (IDP) at GE. How has it helped you?

Refund tremendous for financial aid; inspires learning

Dorothy J. Jones
Mechanical Inspector
Hermetic Motor Operation
East Broadway, 17-3

I have participated in the tuition refund program since March 1976. Around that particular time, I felt a need to acquire a skill of some kind. I inquired at the Employee Relations Office about this program, and soon found it to be rather unique. The refund check enables me to enroll for classes by providing me some of the tuition that I would otherwise have had to pay for myself. The tuition refund program has helped me tremendously; first, by providing me with financial help, and second, by inspiring me to continue my education.

Married student: 'relieves burden on family life'

Daniel W. McCrea
Manufacturing Engineer
General Purpose Motor
Winter Street

In the case of a married, working student, the loss of time for social and family life is enough of a burden without the additional expense of formal education. The tuition refund program helps reduce these expenses and adds to the incentive to continue attending school.

Enlightens hope of possible future job considerations

Dave Battrock
Helper
General Purpose Motor
East Broadway, 4-1

The Individual Development Program has helped me by enabling me to receive similar

training that the Apprentice Program would offer. I prefer the IDP because I can choose the courses that I wish to concentrate on more heavily, hoping that it can be used in future job considerations.

Specialist thankful for people oriented company benefits

Mark S. Foster
Components Specialist
Specialty Transformer Business Department
West Broadway, 26-2

The IDP program has helped to provide the funds necessary for my continued education. I was married and had two children before making the decision to obtain a college education. The money for some very necessary things was not always available, so my continued education appeared to be sometime in the future. The prospect of having a portion of the tuition I paid refunded to me upon completion of required courses was part of the incentive that put me into school at the time. I am thankful to be in the service of a company that has people oriented programs such as this.

Classes assist in steno clerk's new position

Joan Gross
Steno Clerk, Customer Service
General Purpose Motor
Taylor Street

I have been attending Ivy Tech for a year now with the help of the IDP. I have been working for a "Secretarial Administrative" degree. Due to the classes I have been taking, I now have a job as a steno clerk after working in the factory for eight years. I am sure that these classes had an influence on the decision which got the job for me.

Self improvement realized; available to almost everyone

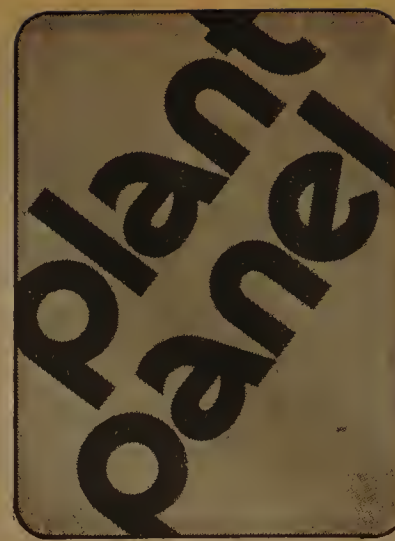
Judy Jennings
Customer Service Specialist
Components Sales Department
East Broadway, 18-3



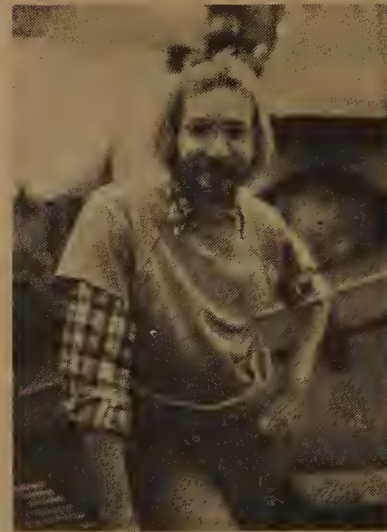
JONES



PEDEN



MC CREA



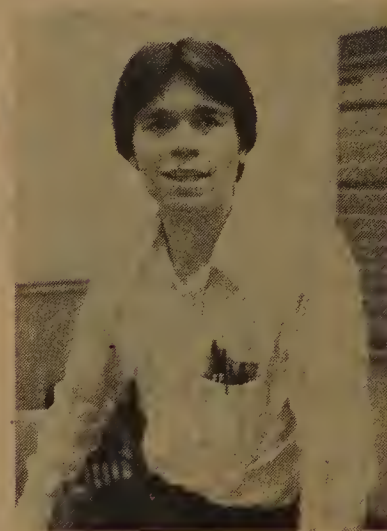
BATTRICK



GROSS



SIMMONS



FOSTER



JENNINGS

For the past few years I have been a participant in the tuition refund program and have very much appreciated the help and encouragement the company and my supervisors have given me. Although my initial reason for returning to college was self-improvement, this program has certainly provided added incentive. I feel that my additional education has helped me to obtain a better job within the company. I think it is wonderful that General Electric takes enough interest in its employees to finance their college education.

The fact that the program is available to almost everyone is encouraging.

IDP encourages motivation to get college degree

Michael D. Peden
Industrial Truck Driver
Specialty Motor Department
Taylor Street, third shift

The program has helped and is continuing to help me through college. With the tuition assistance, I can afford the college that I could not afford

before. It is supplying me with the tools of money and motivation to acquire my college degree.

I think it is a good program and I would like to see it grow; as it is giving me the opportunity to achieve the same.

Refund program helps compensate rising tuition cost

Linda Simmons
Specialist—Union Relations and Wage Administration
Employee and Community

Relations Operation
East Broadway locations

The tuition refund program has proved to be an invaluable benefit in my pursuit of an advanced degree. Because of rising tuition costs, I do not feel I would have progressed as rapidly in my studies if the program had not been available. It has enabled me to concentrate more fully on learning with minimum concern about costs. I think that any employee who is considering furthering their education would find it beneficial to investigate the tuition refund programs offered by GE.



VOL. 60, NO. 3

...about the people who help make the world's most dependable components

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For details about the tuition refund or Individual Development Program, (IDP), contact your Employee Relations Office.



Dale Springer

A record not soon forgotten

When Dale Springer retires this week, he will be taking with him a few records not likely to be broken ever again.

Dale, a bench machinist in the Hermetic Motor Operation, has 48 years of continuous service with less than a half a day per year absenteeism rate.

He is also one of the few people who can show you all his pay stubs dating back to January 13, 1937 — believed to be the first week pay stubs were issued in Fort Wayne and the first week "Federal Old Age" deductions (social security) began being collected from wages.

And that's not all.

Springer is retiring from Building 17-4, the same building and the same floor he has worked on for all of his days as a GE employee since he started December 20, 1929.

STBD cost improvements set record

The cost improvement program in the Specialty Transformer Business Department, in the final tally, exceeded its goal for last year by 39 percent. In addition, it established a record 15 percent reduction in total planned or actual expenditures for materials, plus the cost of operations during 1977.

Early results of the program, announced at a year-end breakfast, revealed that 84 percent of the STBD exempt salaried employees in the program contributed \$5000 or more in completed cost improvement projects.

A total of 29 people exceeded \$75,000 in C-I suggestions during 1977, the first year all exempt salaried employees were eligible.

General Manager Dan Lovinger noted that the program "establishes a new standard of excellence for cost improvement for STBD—considering the company as a whole has set a 10 percent reduction as very good."

Arvie Lake, chairman of the program entitled "Pirate Plunder", commended all 18 crews of employees for reaching 100 percent of their goals set earlier in the year.

Lake outlined for the GE News some of the ways cost improvements were realized in various areas of the department:

MANUFACTURING — purchasing negotiations with vendors which resulted in lower prices for goods being bought by STBD, manufacturing engineering revisions in planned purchase equipment designs so that the equipment fulfilled functions at a lower purchase cost, and others.

ENGINEERING — completed design changes resulting in reductions in the amount of steel required for certain transformer construction and others.



FINANCE — simplification and improvement in accounting practices to reduce manhours, plus other projects.

MARKETING — elimination of customer required certain testing that was determined shown to be unnecessary, improvements in the way catalogues were organized, and the sale of overruns or obsolete, stock from inventories, among others.

EMPLOYEE RELATIONS — improved procedures in the recruitment, screening, selection and utilization of the department's human resources.

Reminder: POP posts positions twice each week

Promotional Opportunity Program (POP) postings of open positions through exempt level nine started on a twice each week schedule this week.

With the new procedure, open positions will be posted by 11 a.m. on Tuesday and removed on Friday. Self-nomination forms for these jobs must be in the "locked pick-up box" by 9 a.m. on the Friday following the posting. A different set of jobs will be posted by 11 a.m. on Friday and removed the following Tuesday. Self-nomination forms for these must be in the pick-up box by 9 a.m. on Tuesday.

The new Tuesday through Friday job postings will be printed on blue paper so they can be easily distinguished from the Friday through Tuesday postings.

All postings will continue to appear on POP Bulletin boards.

February Elex Calendar

6 — Partizan Chapter Board Meeting, Lucky Steer Restaurant, 2012 Getz Road, 11:30 a.m.

6 — Follies Dress Rehearsal - "A Touch of Class", Community Center for the Performing Arts - Tickets \$2 - Curtain time 8 p.m. (No door sales on February 6th) Call Elex Office, Ext. 3555.

11 — Elex Round and Square dance, Shiloh West Hall, 3127 Carroll Road, 9 p.m. to 1 a.m. (No door sales Feb. 11th) Call Elex Office, Ext. 3555 for tickets, \$5 each.

15 — El Par Chapter Social Meeting - Bill Knapp's Restaurant, 5820 Coldwater Road, 1 p.m.

16 — Elex Luncheon - 11:30 a.m., Lester's Party Room, 1502 Bluffton Road, \$3.50, Bob Sievers Travelogue.

20 — Elex Executive Committee, 4:45 p.m., Bldg. 18-3 Conference Room.

21 — Partizan Chapter Social 12:30 p.m., Bethany Presbyterian Church Hall, 1616 West Main Street.

28 — Elex Executive Board Meeting (1st and 3rd shift) 7:30 p.m., Bldg. 18-1 Conference Room.

Federal credit union re-schedules annual meeting

The annual meeting of the General Electric Employees Federal Credit Union, which was scheduled for January 28, has been reset for 1:30 p.m., Saturday, February 11, in the GE Club gymnasium. Announcement of results of a mail ballot election for directors and credit committee officer-members, plus a business review and awarding of cash door prizes, will take place at the meeting.

THANKS! Continued from Page 1

visor of materials and quality control.

When the decision was made to rush the order, there were just 36 hours left. Pressure was added when it was indicated that, unless the motors arrived on time, the customer's production line would be interrupted.

"Through the efforts of all factory personnel pulling together as a team, the delivery truck left Section 15 at 3 a.m., Thursday, January 12, and the motors arrived at Carrier-Bryant before 7 a.m.—two hours ahead of the requested deadline," Sykes said.

As he personally helped serve the donuts and coffee, Mr. Wright

termed it "a record delivery and performance" by all three shifts and by General Purpose Motor shipping personnel who extended an extra hand to get the order out.

In referring to the effort by employees, General Manager Bill Fenoglio commented, "The 'can do' attitude of our manufacturing people and the customer orientation that this obviously evidences are, in my opinion, the essence of the Specialty Motor spirit and success."

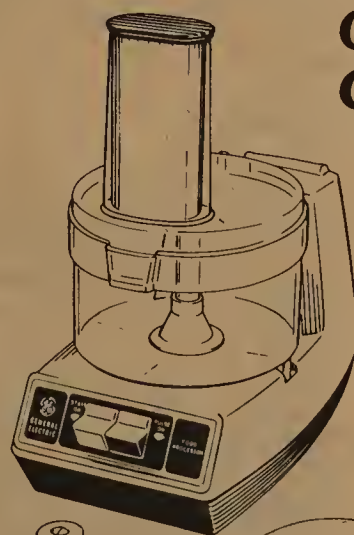
He added that it was "a supreme effort to satisfy the people who make all of our paychecks—the customer."



CONGRATULATIONS for a special effort went from Gary Sykes, supervisor of materials and quality control, to Aileen Alles, SMD inspector, during a recent refreshment break commemorating a special employee effort for a customer.

NOW AVAILABLE AT PRE-HOLIDAY SALE PRICES

GE Food Processor Slices, Chops, Shreds, Grates, etc.



- Versatile for slicing, chopping, shredding, grating, blending, grinding, mincing, mixing.
- Does its work in a fraction of the time currently required for hand operations.
- Two-in-One Reversible Disc has slicing side and shredding side, stainless steel Knife Blade for grinding and chopping.
- STAYS ON switch for continuous operation plus PULSE ON switch for momentary on-off operation.
- In less than 60 seconds, it shreds a 2 lb. head of cabbage for cole slaw, or chops a pound of raw beef cubes for hamburger, or even mixes the pastry for two 9" pie crusts.
- Blades can be stored right in the bowl.
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- Powerful 360 watt motor, UL Listed.

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ALSO CHECK OUT OTHER \$2, \$3, \$5 and \$10
RED TAG REBATES ON 40 OTHER ITEMS

THE EMPLOYEE STORE

1030 Swinney St.

11 - 5:30 WEEKDAYS

JONES:

Better cost-price ratio, productivity improvement spur '77 business gains

(NEW YORK, NEW YORK)—Preliminary, unaudited results indicate net earnings of General Electric for 1977 were approximately \$1.088 million or \$4.79 per share, an increase of 17 percent from the \$930.6 million reported for 1976, Chairman Reginald H. Jones has reported. Sales for the year were about \$17.5 billion, an increase of 12 percent from \$15.7 billion for 1976.

Earnings for the fourth quarter of 1977 were about \$332 million or \$1.46 per share. This is a 14 percent increase from \$292.2 million, or \$1.29 per share for the last quarter of 1976. Sales for the 1977 fourth quarter were \$4.72 billion, 4 percent higher than the \$4.52 billion for the same quarter of 1976.

EARNINGS INCREASE

Mr. Jones, in commenting on the year, noted "higher sales and strong operating margin rates contributed to the increase in earnings. In addition, other income from a variety of operating and nonoperating sources was well ahead of 1976. These results are a tribute to our managers and all GE people who continued their vigorous programs aimed at achieving better cost-price ratios and productivity gains."

Commenting on the various segments of the Company, Mr. Jones said:

"Sales of Consumer Products and Services in 1977 were substantially ahead of 1976 and generated good earnings leverage, especially in major appliances and air conditioning. Lighting products also had a strong year. Other consumer businesses, including housewares and audio products, television receivers, and broadcasting and cablevision services, all showed improvements in 1977.

"Sales of Industrial Products and Components during 1977 were up strongly from 1976, and the ratio of earnings to sales also improved. All of the main businesses making up this industry segment contributed to the higher sales and earnings, with component products, industrial equipment for contractors and manufacturers, and transportation systems accounting for most of the earnings improvement.

"Power Systems sales for 1977 were up somewhat, but there was a good improvement in earnings from the relatively low 1976 level. Gas turbine earnings were up significantly from 1976, principally on the strength of overseas business. The power delivery portion of this segment also reported increased sales and earnings for the year. Steam turbine-generator earnings were down substantially as shipments were rescheduled to reflect changes in the timing of

customer delivery requirements. The nuclear business, as previously reported, continued to operate at a loss in 1977.

"Technical Systems and Materials reported increased sales with a sharp improvement in the rate of earnings. The strongest gains came from engineered materials, which include a wide spectrum of high-performance plastics, silicones, tungsten-carbide metals, and man-made diamonds. Other principal businesses in this segment, including aircraft engines, communication systems, and information services, all had higher sales and earnings in 1977 than in 1976.

"Utah International, despite general weakness in the steel markets served by its coking coal operations and in the face of severely depressed copper prices, reported higher earnings for the year. Major positive factors were improved dividend income from 1977 operations of Utah's nonconsolidated uranium mining affiliate and higher steam coal activity.

INVESTMENT INCREASES

For General Electric as a whole, Mr. Jones said, "The Company completed the year in a strong financial position with ample resources to finance future growth. For 1977 our investment in new property, plant and equipment was about \$820 million, some 10 percent above the 1976 outlays. Looking ahead to 1978, we expect to increase our investment in new property, plant and equipment by 15-20 percent over the 1977 level."



FORT WAYNE

NEWS

FEBRUARY 10, 1978

Work rules

emphasized—

See Page 4

Transformer outlook remains healthy

Specialty Transformer's business outlook is strong, but ongoing improvement depends on continued market strength, degree of competition, and productivity in the manufacturing plant.

This was the message heard by Specialty Transformer Business Department exempt employees from General Manager Dan Lovinger, who gave the keynote address during a recent annual informative meeting.

The manager reported net income, return on sales and investments improved in 1977 relative to 1976.

Power supply sales exceeded budget. Control and power-transformer physical volume was up. STBD selling prices were up, but below the level of inflation for 1977.

STBD competitors were also experiencing gains. For example, the manager said ACME sales were up and they are

planning to take advantage of low labor rates in their new Utah facilities. SOLA Basic hasn't followed recent industry price increases and Superior has recovered from declines in the past.

Lovinger said, "Thanks to the efforts of all of our people, total productivity improved." He reminded, however, that "in order to survive in our competitive environment, we need to improve still more."

He said inventory control was good and he complimented the cost reduction program for a record year.

Competition demands call for top quality manufacturing

In focusing on 1978, the manager identified the need to provide strong customer service with consistently high quality products in order to improve market penetration and physical volume growth.

"One of our greatest assets is our people's ability to work together, which really makes us go," he commented.

Following the business review, Bart Boehlert, cost improvement chairman, kicked off this year's "Indy Five Million" program. The 1978 C-I goal is \$5 million worth of cost reductions, which help the department offset inflation and increase the efficiency of operations.



SPEEDING through a recent Specialty Transformer business review meeting is Jan Ventruello, who represented the theme of the STBD cost improvement program, "The Indy \$5 Million."

Hermetics gets taste of birthday 'cake'

About 500 Hermetic Motor Operation employees here have just begun a new involvement program called "HMD Centurion."

The program, which has

the one-hundredth year anniversary of General Electric as its theme, is designed to stimulate improvements in the business, encourage two-way com-

munication and continue good response to customer needs.

Various incentives are being offered to improve quality, production, suggestions, attendance, and safety and housekeeping.

The details of the programs were explained during the past week by supervisors.

John Simpson, supervisor on Line 4, said HMD Centurion is designed to be more understandable than past programs and to offer more tangible prizes.

In discussing the quality improvement part of the program, Simpson said each employee will be eligible to win only one time during the February to December program periods. "In the past we've sometimes had only a few people winning most of the awards, so this

year's method should give more people a chance to receive awards," he said.

Production schedule incentives have been changed so awards are available to all functions that meet their schedules for the month. Previously, only the best record among all functions was rewarded.

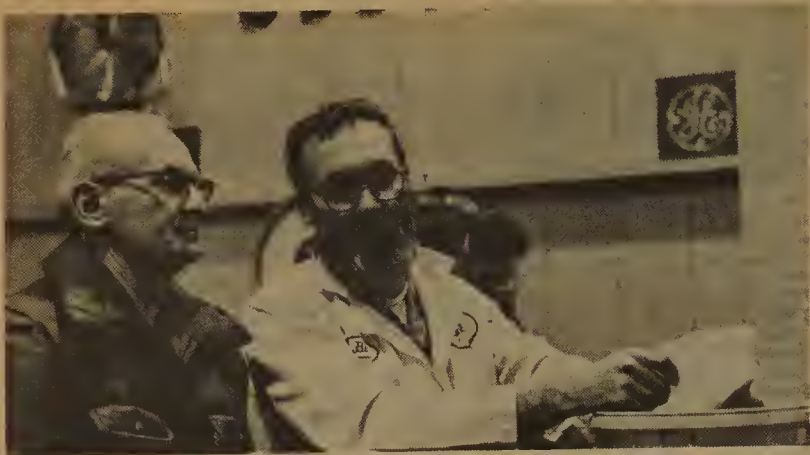
The goal for suggestions among hourly and nonexempt employees is to have 300 suggestions submitted for each 1000 employees. Each month, the originator of the suggestion involving the greatest savings will receive a bonus equal to 50 percent of the original award.

SPECIAL EVENTS

Special events included in the program also include an employee family picnic and open house, with specific plans to be arranged later.



JOHN SIMPSON, supervisor in Line 4 Hermetics, recently explained a new employee involvement program entitled "HMD Centurion".



HAROLD BAKER, a borematic operator in Specialty Motor at Taylor Street, learned about the GE LUBE system from Bob Harmon, who works with the lubrication equipment, during a recent tour at Broadway.



EMPLOYEES sat in on a production meeting during a "VIP" visit at Taylor Street. Sitting from left is: Karen Phillips, Jeff Barnett, Dick Johnson, Chet Reinking and Maury Snyder. Standing in back is: Berdell Smith, Gary Sykes, John Fleishman, Dee Jackson, Lee Maare, Helen Kraemer, Jill Whetsel and Ginny Burkett.

'VIP'S' Visit Taylor St. and Broadway SMD plants

First groups claim tours increase job insight

Many of the Specialty Motor employees who recently toured Specialty Motor Department facilities at locations other than their own said the experience added insight to their jobs.

Those who participated were in the first two groups of a new program in the department called the "Visitation Involvement Program" (VIP).

The program is set up so small groups can take a guided tour at a pre-planned time each month. VIP is available to all interested nonexempt and hourly employees. Broadway employees visiting Taylor Street are given a tour of the manufacturing floor and witness a production meeting. Taylor Street employees going to Broadway see the various locations on in the warehouse, testing lab, computer operations and business offices.

VIP was developed in response to employee interest in learning about operations which they don't see, but may indirectly come in contact with on their jobs.

The tours are expected to continue until all the employees who indicate an interest in the program have had a chance to participate.

Comments from some of those who went on the first tours follow:

Larry Ashworth: "Since I'm a shell expeditor and make up some of the outer shells which the engineers request for testing, I wanted to see where they are used."

Harold Baker: "I used to work in some of the areas I visited so I wanted to see how things had changed. I liked the whole tour and thought it was interesting. The equipment is much newer than I remembered and it is mostly re-arranged."

Marie Shand: "The computer business we saw was just amazing to me... I'm a motor assembler in Section 15 and I think it would be good for the people who make the blueprints for the work I do to see some of the problems I have sometimes."

Jean Campbell: "I think

anyone who takes the tour would get something out of it. It was interesting for me to see where the computer cards I get my instructions on are made." (Jean receives computer instructions in her job as a welder and connector.)

Regina Bowden: "I'm a



JERRY PIEPER answered questions about Broadway warehouse operations from Taylor Street SMD employees Larry Ashworth and Jean Campbell. Employees toured the facilities as part of a program designed to unify the department.

Apprentice interviewing to begin soon

Testing and interviewing for a fall class of about 20 apprentices for the General Electric Apprentice Toolmaker Training Program will begin in late February.

Interested employees should contact their departmental employment office for an application form. Other interested persons may apply at the Indiana State Employment Office.

In Memory

RUSSELL DUNTEN, 1225 W. Fourth Street, Fort Wayne, died January 24. He retired in 1963 from Bldg. 19-4.

OLGA WELCH, 6510 Covington Road, Fort Wayne, died January 26. She retired in 1957 from Bldg. 6-3 where she was a counter attendant at the Broadway Cafeteria.

FRANK CERVERIS, 233 E. Hoover Ave., Fort Wayne, died February 5. He retired from Broadway Plant Protection in 1968.

MEARL WILSON, 2252 Hiawatha Blvd., Fort Wayne, died February 5. He was an electrician at GPM-TS when he retired in 1967.

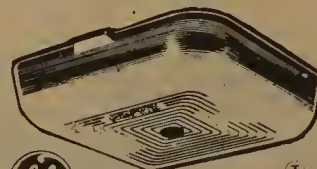
Choppers leading ping-pong league

After two rounds of table tennis play, the Choppers team held the lead by two points. Carl Kuzeff, Charlie Richardson, Fred Shaheen, and Hill Richardson are on the team. Scores at the end of the second round: Choppers 37; Spikers 35; Smashers 33; Lobbers 31; and Pingers 21.

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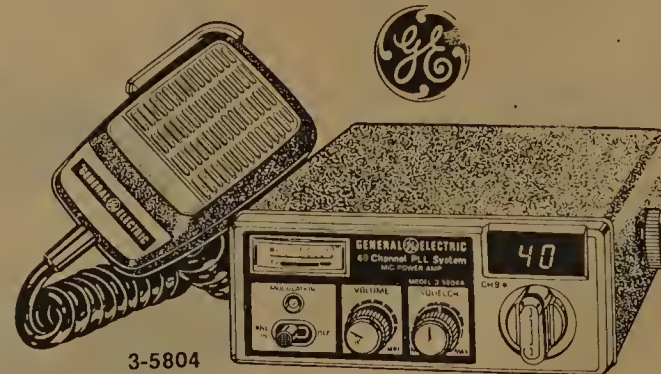
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General Electric News:

SPECIAL ENGINEERING WEEK SUPPLEMENT
"ENGINEERS...STRENGTH IN CRISIS"

Division responds to shortage with energy efficient motors

General Electric engineers of the Appliance Components Business Division headquartered in Fort Wayne have been designing energy efficient motors for home and industrial applications such as furnaces, air conditioners, pumps and exhaust fans — to name a few.

These efforts fit in with a national need. Most people now realize there is a finite supply of fuels used to produce energy and that the demand for these fuels is such that the supply is being depleted — RAPIDLY.

Some unique solutions are being pursued in the U.S., such as coal gasification, and solar and geothermal energy sources. But, these are early in their developmental stages and very costly. Therefore, conservation appears to be the most immediate and practical answer.

GE engineers in Fort Wayne have been working toward this end since the early 1970's. They have been overcoming technical and other problems — not the least of which is cost. Specifically, as efficiency increases, motor costs go up, because more efficient motors need more and — in most cases — costlier materials, such as copper instead of aluminum magnet wire. However, through innovative engineering designs, substantial investments in plant and equipment and the special efforts of Fort Wayne employees, GE has been producing motors that are cost-effective and more energy-efficient.

As a matter of fact, based on projected 1978 sales, the energy savings which could be realized from the Energy Saver Motor

lines, compared to previous designs, would be sufficient to supply power to the city of Fort Wayne and surrounding areas within a 30-mile radius for almost three months.

The first generation of Energy Saver Motors was commercially produced in the mid-70's. These products yielded energy efficiency gains of from 10 percent to 20 percent over existing models.

Not satisfied, GE engineers, particularly in the Specialty Motor and General Purpose Motor departments further developed the Energy Saver Motor lines. These products incorporated earlier advances and included more recent ones such as:

- thinner lamination steel to reduce eddy current stator losses
- smaller air gaps to reduce losses in the stator windings
- new winding designs
- new electromagnetic designs
- a sophisticated computer design system

The computerized design system is a proprietary General Electric development in which the customer's exact motor requirements are fed into a computer which examines such variables as rotor resistance, winding type, stack height and capacitor size, and selects a design best suited to the motor application.

As a result of these engineering advances, some tremendous gains have been realized in terms of energy efficiencies. For instance, the 1977 design for a typical one quarter horsepower motor provides for a reduction of



ENERGY SAVINGS which could be realized from General Electric Energy Saver motors, based on projected 1978 sales, would be sufficient to power the city of Fort Wayne and surrounding areas within a 30-mile radius for almost three months. Herb Wise, design engineer, and Frank Forbes, project engineer, are shown above.

93 watts of power consumption over the standard product and 54 watts reduction over the initial 1975 Energy Saver comparable model — an overall improvement of 22 percent.

If two-thirds of GE's 1978 heating and air conditioning motors were energy saver designs, the efficiency gains for these motors would represent an estimated \$18 million savings for consumers because of lower utility (operating) costs.

It is also important to note that these available improvements

were achieved in most cases with only a nominal increase in product cost. Specific applications include heat pumps, solar heating units, furnaces, central heating and air conditioning units, swimming pool pumps, industrial pumps and farm motors.

A motor application for a household refrigerator provides another excellent example of efficiency payoff from engineering designs. With the new condenser fan motor design, input power has been reduced by

15 watts with no change in output. This represents a 48 percent improvement. On the same application, the new evaporator fan motor realized a 27 percent improvement.

If all GE evaporator and condenser motors sold in 1978 would be the available Energy Saver designs, the efficiency gains for these motors could translate into a \$13 million reduction in the consumer's power bill and represent a substantial energy conservation accomplishment.

ENGINEERING WEEK

Calendar of events
February 19-25

Sunday, Feb. 18—ROTO magazine, entirely devoted to National Engineers Week, including story about local General Electric.

Monday, 12 noon — Rotary Club, Dr. John F. Dalton, dean of engineering technology and nursing at IU-Purdue Regional Campus, TOPIC: "The Engineer and Technologist — A Team Serving Society."

Friday, Feb. 24, Specialty Motor Department — Group from Taylor Street to tour Broadway, part of VIP tours for employees.

Saturday, Feb. 25 — National Awards Banquet, at the Imperial House, "Citizen Engineer Award" to be presented, scholarships announced, tickets \$8 from members of 16 local engineering societies sponsoring banquet.

Saturday, Feb. 25 — Specialty Motor Department open house for all engineering operation employees and their families, 9-11 a.m.

ALL WEEK: Various displays honoring engineering accomplishments at local shopping malls, Municipal Airport.

Local inventors earn patent awards

Crucial to the continued advancement of the manufacturing business are the patents granted to inventors.

During 1977, a third of the patents issued to the Appliance Components Business Division were received by Fort Wayne engineers.

According to John M. Stoudt, Division Patent Counsel, ACBD patents are submitted primarily to protect a unique development or to assist sales. "One outstanding characteristic of the patents here over the years, is that more have been in use compared to other divisions," he said.

The following lists the patent title and the inventor of patents

received in 1977:

Coating composition and method of coating substrates, therewith,—Marvin A. Peterson, Applied Research and Development Laboratory, supervising research engineer.

Aqueous polyester coating composition—Marvin A. Peterson, AR&DL.

Aqueous enamel for coating magnet wire—Marvin A. Peterson, AR&DL; and Oliver I. Cline, Burnsville, Minn.

Electronically commutated motor and method of making same—David M. Erdman, AR&DL systems engineering research engineer.

Lubrication system—James A. Whitt, Advanced Manufacturing

Development Operation, manager of materials and sales.

Lubrication system including lubricant, storing discrete foam particles—James A. Whitt, AMDO.

Methods of making inductive devices and termination arrangements for same—Richard W. Dochterman, Specialty Motor Department, manager of advanced mechanical engineering.

Refrigeration system and control therefor—David M. Erdman, AR&DL.

Apparatus for establishing multi-point electrical contact with an insulated conductor—Rudolph Wuttke, Advanced Manufacturing Development Operation, purchasing and inventory specialist.

Dynamolectric machine lubrication system and method of establishing the same—Eldon R. Cunningham, General Purpose Motor Department, senior design engineer.

Methods of making torsional vibration isolating motor mounting systems and arrangements—Ernest W. Litch III, Specialty Motor Department, product engineering manager.

Tradition marks 27th celebration on Washington's birthday

The National Society of Professional Engineers, with a membership of more than 76,000 professional engineers from all disciplines of the profession, began sponsoring National Engineers Week in February, 1951. The purpose of the week is to familiarize the public with the work of engineers and to honor outstanding members of the profession.

The week of George Washington's birthday is traditionally observed as National Engineers Week because our nation's first President was himself a land surveyor and a designer of roads, fortifications and other structures. He also had the educational background of a civil engineer in the 18th century. Moreover, 1978 marks a

special observance: it will be the 200th anniversary of Washington's call for engineering education.

In the 27 years of NSPE sponsorship, the annual observance has grown from a few scattered proclamations, dinners, and speeches to elaborate programs and week-long activities in urban and rural areas throughout every state of the union.

The activities involve thousands of professional engineers in industry, government, construction, private practice, and education. During the week, thousands of students in junior and senior high schools and colleges are introduced to the many facets of the engineering profession.

Newest engineer joins GE in mid-career, finds satisfaction at STBD

By Stan Podzielinski, STBD

Bill Archer is Specialty Transformer Business Department's newest engineer. He joined the General Electric Company in November of 1977 after having worked for a small electronic company in western New York for about 15 years.

Regarded as a successful Chief Engineer in charge of Research



and Development, we asked Bill what were some of the factors that influenced his choice of coming with General Electric to continue his professional career. Here's what Bill said:

"First of all, let me say, there

were no negatives about the job and company that I left behind. I've considered those first 15 years with great satisfaction and pride. I was able to adequately develop my skills and abilities, but there came a time when to further my goals it was necessary to consider a change in companies. GE offers a larger company with its associated room for personal expansion and a reputation for being interested in people and their career development."

We asked Bill about some specific areas which impact significantly on job satisfaction. His thoughts follow:

ON SALARIES

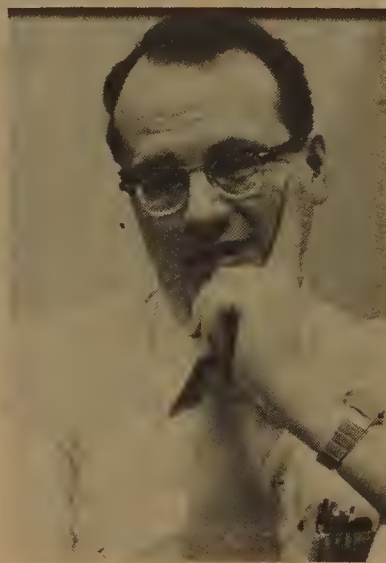
From what I've seen, General Electric salaries are definitely above average and quite adequate. I think one of the reasons GE is able to pay more is that they properly utilize the full scope of the engineer's skill and expertise, so while their overall costs are not out of line, individual salaries are higher than most other companies.

ON ADVANCEMENT AND PERSONAL DEVELOPMENT

I have to say that for me at least, this is one of General Electric's strongest attractions. Just the sheer size of the company insures movement of people

and this creates increased opportunities for those aspiring for more challenge and responsibility. Not only that, but General Electric provides for many in-house educational experiences which are necessary to maintaining a successful engineering career.

A factor that's becoming increasingly important is the potential the company offers for relocation to geographical areas more suited to your needs. Maybe there will come a time when I simply want a warmer climate. With GE plants located in many different states, the possibility of accommodating this aspect of working is just one more added feature.



ON RECOGNITION

You're definitely not another number on a punched card here at Specialty Transformer. There's a "small company atmosphere" here, in spite of the size of General Electric. I'm also impressed with the morale. I don't know what it is attributable to, but it is always good to work with others who are enthusiastic and motivated.

ON GENERAL ELECTRIC

One thing that stands out about the image General Electric projects is simply engineering integrity. For me it's always been important to work for a company that represents quality engineering. My impression is that General Electric will not sacrifice the integrity of its engineering for short term benefits. I definitely feel that's a plus factor for attracting, retaining, and motivating the engineering work force.

INTEGRATION A NECESSITY

While Bill's assessment of General Electric as a place to work was highly favorable, there were several areas where it could be more effective. He said, "Most small companies are limited in the area of pioneering the state of the art through advanced research and development activities. With General Electric's Research and Development Lab



in Schenectady, and the "E" Lab in Syracuse, operating departments can benefit more, providing the proper integration takes place."

Moving the family to Fort Wayne was a definite plus, according to Bill. "We're impressed with the friendliness of the people, the shopping facilities, and the availability and value of housing. "I consider the city's educational facilities super," said the 37-year-old engineer. "I'm not sure, though, that I can take more of this snow," quipped Archer.

Bill's wife, Linda, and two children, Brenda, age 9, and Mark, age 4, reside at 7607 Dunleith Court in Fort Wayne.

Designer blends beautiful music in pipe organ

By Ellen Durnell, GPM

Eldon Cunningham is a Senior Design Engineer at the General Purpose Motor Department, Taylor Street. In the Advanced Development Engineering Subsection, Eldon has responsibility for new mechanical designs and mechanical oriented projects.



CHECKING the throat of each pipe is necessary so the proper note is obtained after it has been pre-specified to the pipe maker. It is demonstrated here by GPM's Eldon Cunningham.

In this vocational capacity he puts to everyday use his Mechanical Engineering degree and his GE training from both the Test and Creative Engineering Programs.

In addition to these rather obvious applications of his formal engineering training, Eldon has utilized this same training on a major community-oriented undertaking. Over three years ago, Eldon began building a pipe

An engineer who serves his religious community

organ for his church, The Church of Jesus Christ of Latter Day Saints.

Eldon has always been interested in music, especially classical music. Over the years he has read over 50 books about pipe organs and has had occasion to take apart about 10 of them. In addition, he has worked closely with professionals—accumulating a store of knowledge about his unique special interest.

At this time, Eldon has spent approximately 8,000 hours working on the project. He has made many of the parts including the solid oak grill work and case. The pipes are ordered special, as every organ has to be scaled to the acoustic properties of the room in which it is played.

The organ is now 90 percent complete and has been in use for over a year. Remaining work includes installation of several more ranks (61 individual pipes equal a rank) of pipes and final regulating of the voicing.

Each pipe has to be voiced—that is made to "speak" properly—in terms of tone and loudness in relation to all the other pipes.

Each pipe is also tuned to its correct pitch. There are 26 adjustments which can be made on each pipe. When complete, the organ will have 1300 pipes, all regulated to provide various ensembles of tone.

Eldon is an active member of his church organization. In addition to the organ project, he is also a member of the administrative council and has responsibility in that capacity for visiting various northern Indiana congregations, aiding their local bishop in an advisory capacity, and functioning on regular speaking engagements.

Eldon is an advisor for the Sunday School program and the Special Interest Program for Single Adults. He also has responsibility to regularly visit three congregation families to assist them in their spiritual and temporal welfare.

Regarding his work on the organ, Eldon commented, "I enjoy hearing the results of my labors on the organ—quality materials transformed into making beautiful sounds to assist in formal worship. However, people engineering is more important than material work and the one labor must always be subservient to the other."



WHEN FINISHED, the pipe organ at the Church of Jesus Christ of Latter Day Saints, 5401 St. Joe Road, will have a total of 1300 pipes and will feature a wide array of musical capabilities.

COVER PHOTO shows Eldon Cunningham adjusting the pipes of the organ with a master console he made himself. It was designed especially for the four-times a year task of keeping the organ in tune. (Photo by Rex Mericle)

SPECIAL APPRECIATION for contributions to this special edition of the **GE News** is extended to all of the people who helped put it together. Of particular mention is **Clovis Linkous**, manager of the Applied Research and Development Laboratory, who provided initial direction for the issue's content. **Bill McShain**, manager of communication and relations planning, organized the efforts of Fort Wayne employee relations personnel to insure that a wide variety of materials were included. And **David A. Lundy** provided inputs about festivities honoring engineers in the community this year.



FLOYD WRIGHT

Microcomputer testing system may hold key to quality gains

By Sharon Finzer, ACSO

Usually when you ask people "What's new?" they will answer, "Not much." With Floyd Wright, that is just not the case.

Floyd is a research engineer in electromagnetics who works for GE in ACSO's Applied Research and Development Laboratory. Right now, Floyd is developing a microcomputer testing system to evaluate the quality of motor components. This testing system is the first of its kind.

The microcomputer, as its name implies, is a small computer. Although it is small, this new computer can do as much work as the older, larger models.

Using the microcomputer, the quality of stator windings, stator cores, and rotor castings can be evaluated more accurately. The final result of Floyd's new testing system is a consistently high quality product at less cost.

Help needed to verify local history

Your help is needed to verify the historical record of engineering achievements at General Electric in Fort Wayne.

Below you will find an address that will be used to gather information for this purpose. When the material is eventually assembled, it will be entitled "Engineering Milestones at Fort Wayne General Electric" to be published in the One-Hundredth Anniversary issue of the GE News next October, in commemoration of the 100 years since Thomas Edison invented the incandescent light bulb.

The goal in establishing the list of milestones is to recognize significant engineering achievements associated with production in Fort Wayne or achievements developed by engineers here, which may have impacted at other production sites.

The format of the milestones is intended to include four factors:

1. The date or time span of the achievement.
2. The name of the achievement.
3. The reason for its importance.
4. The names of engineers who originated the project.

The list will begin with the invention of the Jenny arc light and continue to the present.

What follows is a preliminary list of achievements that have been mentioned for potential inclusion in the milestones.

Read through this list. If there is false information, please send in the information to correct it. If you can supply any of the four factors relating to an achievement, or want to recommend another, please send it in as soon as possible so it can be cross-checked.

PRELIMINARY LIST OF ENGINEERING MILESTONES

1. Jenny arc light.
2. First city to be lighted.
3. Epoxy resin.
4. Toothbrush motor.
5. Zerox Corporation power supply to electro-static copying machine.
6. Permanent magnet motors.
7. Electric meters.
8. Dynamometer motor generators.
9. Variable pitch prop for aircraft.
10. Agricultural applications.
11. Textile applications.
12. Lubrication systems.
13. Traction motor golf carts.
14. Electric starter for rotary lawn mowers.
15. Nuclear reactor rod drive motor.
16. Form B to Form G development.
17. Transformer design from "EI" to "L" to "O" core.
18. Bowling pin spotter.
19. Hyper-servo computer motor.
20. Form R.
21. First transmission for Baker-Owens automobile.
22. G-2 to G-5 development.

IDEA MAN

Reveals creative power of innovative thinking to solve problems

By Ginny Burkett, SMD

What does a man who holds 40 GE patents do with his spare time? For one thing, he thinks.

At least that's the case for 35-year GE veteran Dick (Doc) Dochterman, manager of advanced mechanical engineering for the Specialty Motor Department.

Dick says he consciously works at creative or innovative thinking. He uses those extra moments—perhaps while shaving—to think. Curious by nature, even as a kid Doc was always interested in anything unique or clever and took the time to look it over. "I seem to be able to store a lot of interesting mechanical ideas I see in my mind," he said, "and draw on these at a later date when a need occurs."

For example, Doc held up an ordinary mechanical pencil and proceeded to take it apart. Pulling the eraser from the metal clamp he said, "See this?" And then holding the eraser in one hand and the clamp in the other said, "This method of a simple clamping process could some day be valuable in stimulating a new process or an improvement for our products."

Nothing, he emphasized, must ever be overlooked or taken for granted. He went on to say that sometimes when something looks particularly difficult or next to impossible, he'll turn his mental image of it upside down or observe it in reverse to gain a new

perspective of the problem.

Doc, who holds a BSME from Purdue, shares a method of thought process that he learned from a professor years ago. "At night before you fall asleep you ponder over something you either want to remember or clear up. You put these thoughts and ideas in your active mind, then allow them to drift to your inactive or subconscious mind to let them run around in there all night. They're there for one to draw on when necessary." Doc says it works for him, and he once learned a lengthy and complex Chinese poem this way.

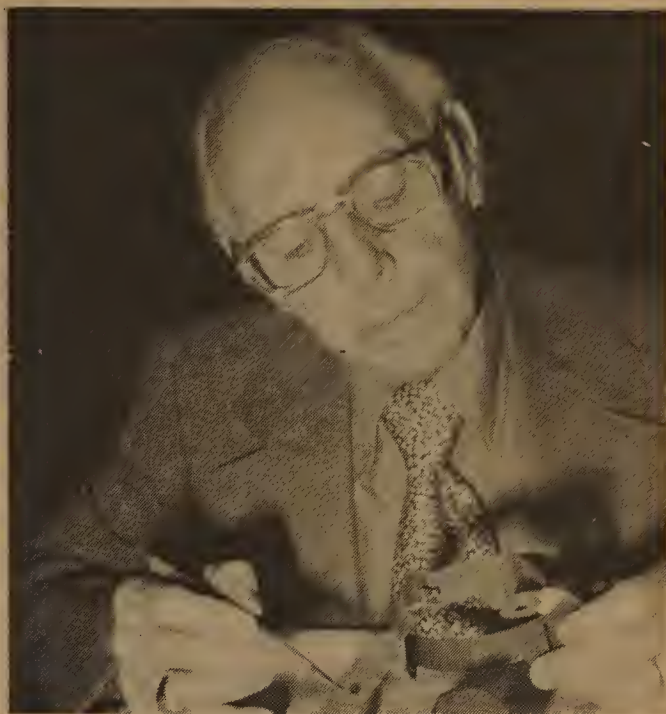
A gold recognition medallion sits on Doc's desk, signifying that he has been awarded 20 patents. Doc says he has lost count of just how many patents he actually possesses. According to the Appliance Components Business Division legal operation, Dochterman is the leading patent holder in the division, with 40 to his name and several pending. "Engineering," Doc reminisced, "has been a fun job for

me." He admitted that some jobs are not easy, but says he never admits to a task being impossible. He is doing what he likes and enjoys the endless challenge it imposes.

He says the fractional horsepower motor business is a keenly competitive business and our engineering groups are second to none. Speaking of GE engineering, he says they have made giant strides toward improving the quality and efficiency of the electric motor to meet the needs of people today and for the future.

"By and large," he said, "SMD is the leader in the fractional horsepower motor field and it is extremely important that we as a group stay sensitive to the demands and needs of the future."

"Because, he said, "being technical leaders not only ensures our place in the market and makes our jobs more secure, but it also helps keep our environment clean, safe, and better for the generations that follow."



DICK DOCHTERMAN

Coed SMD intern specializes career in mechanical field

By Ann Kinney, SMD

Karen Johnson, a junior at Northwestern University, is currently pursuing a mechanical engineering degree. Specializing in auto-mechanical engineering, the 20-year-old student is no stranger to her engineering course of study.

Her father is an engineer who is presently teaching at Indiana-Purdue University Regional Campus in Fort Wayne.

SUMMER INTERN

This past summer, Karen participated in General Electric's summer intern program. Working in Specialty Motor Department's Advanced Mechanical Engineering Unit, Karen had an opportunity to be exposed to many aspects of engineering.

"My experience this past summer was excellent. And, I was able to apply much of what I had learned with GE to the projects I was assigned in school," she said.

Asked what made Karen interested in engineering when so few females have been interested in it in the past, she replied that she always liked math and science in school. "In high school, I was assigned to do a project that involved



KAREN JOHNSON

engineering and ever since, my interest has grown," she said.

Karen plans to spend her summers working in the engineering field before graduation in 1979. She said that as her experience continues, she hopes to eventually go on to engineering management.

John. Boyd gets prestigious Steinmetz nomination

John Boyd was the 1977 Appliance Components Business Division nominee for a prestigious Charles P. Steinmetz Award, which each year recognizes outstanding contributions of General Electric engineers and scientists to society.



At the time of his nomination, Boyd was manager of advanced engineering for the Specialty Motor Department in Fort Wayne, although he has since accepted a new position in DeKalb.

Boyd received his nomination for his leadership in connection with the Energy Saver line of motors. This line of motors, through novel

winding circuits and other changes, raises the efficiency of heating and air conditioning fan motors from 16 to 37 points in efficiency.

Boyd invented a permanent split capacitor winding design called the TRI-WINDING which significantly improved the energy conversion process and maximized the utilization of the capacitor over a wide range of motor speed.

By creative work with the manufacturing engineers, Boyd's team found a way to rapidly process this winding at a high space factor. They also pursued motor air gaps, magnetic materials, rotor resistance and reasonable modification of application practice. In conjunction with quality control engineers and marketing

application specialists, he complemented the circuitry winding with a combination of cost-benefit trade-offs.

The result is a motor that outperforms the widely used shaded pole motors by a margin of up to 37 points in efficiency.

Boyd's ACBD nomination was also made because of his work in harnessing computers to do the designing and drafting of heating and air conditioning motors, in creating improved motor mounting designs, in putting techniques to practical use, and in teaching motor theory to other engineers, among other reasons listed.

Boyd is the Division's third Steinmetz nominee. He was preceded by Eldon Cunningham and Dr. Marvin Peterson.

Is your kid living in a dream world?

By Dottie Askren, HMO

Most kids have dreams... of being a baseball, basketball, football, singing or acting star. Chances are, it'll never happen because most kids aren't born with what it takes to be a star—the natural ability of "agility, quick reflexes, speed or talent" for singing or acting.

"But the trick is for a kid to find his or her own talent," says Willie French, manager of affirmative action for the Appliance Components Business Division.

Willie's dream to become a football star came true and he played pro ball with Ottawa Rough Riders in Ottawa, Canada. "But my football career ended abruptly," Willie tells us, "when I got my leg busted, so I decided to change my career."

Since 1974 Willie has turned his talents toward working with and encouraging kids to think about an engineering career. "Many kids in junior and senior high school have a talent for math and science...and can become somebody in engineering," says Willie. "MAYBE your kid is one of them."

To get a better understanding of how GE has been encouraging minority and female youngsters to apply themselves in math and science for an eventual engineering education, Willie was interviewed about the Program to Increase Minority Engineering Graduates (PIMEG).

WILLIE, WHAT IS PIMEG?

"The Program was started five years ago. Initial PIMEG efforts were directed to junior and middle school students and their math and science teachers and counselors, primarily in communities with a General Electric present. Now, we're reaching out beyond the plant communities."

WHAT PIMEG ACTIVITIES ARE TAKING PLACE IN FORT WAYNE?

"During 1977 we were involved in several PIMEG activities which included visits to several Fort Wayne Community Schools to participate in Career Days and counseling sessions relative to careers.

"We participated in the 'CETA Speed' program which is a career counseling program. We have worked with a

local minority sorority in providing math and science tutorial services to 6th, 7th, and 8th grade youngsters.

"We also presented a 'Future Engineers Program' during the summer for junior high school minority and female youth who expressed an interest in engineering and have educational backgrounds with good grades in math and science.

"Our objective for 1978 is to sponsor "Expo Tech" which is a unique motivational device developed by General Electric in 1973. It's a large trailer crammed with 17 participative exhibits, colorful multi-media presentations and a solid look at Engineering career opportunities.



General Electric News

IN FORT WAYNE, INDIANA

February 17, 1978

"ENGINEERS... STRENGTH IN CRISIS" SPECIAL SUPPLEMENT

VOLUME 60, NO. 5

INSIDE: An engineer who serves his community



HARDWORKING PEOPLE:

When snow blizzard ripped into plant employees fought back with true grit

NOTE: Among many incidents involving special efforts by employees as a result of the recent snow emergency in Fort Wayne, the following is a compilation of a few brought to the attention of the GE News.

ART ROSE ON DUTY 128 HOURS

Of the 17 plant protection officers who were on duty at GE during the snowstorm January 26-30, six had over 100 hours of continuous service at the plant. Art Rose, a plant protection officer at Taylor Street, had the longest service—128 hours.

Tom Corneil, plant protection chief, said, "I can go through a list and say something special about each of the officers because that's the kind of situation it was."

AUTOMATIC SPRINKLER BREAKS

On Thursday, January 26, an emergency sprinkler in a restroom in Building 26-4 broke. Plant protection officers discovered the break before damage to the building was done. The break was repaired by members of a maintenance crew which was also on during the blizzard. Steve Kelbley, acting manager of manufacturing of the Specialty Transformer Business Department, complimented those involved in preventing potential damage.

SHEET METAL BLOWS OFF WAREHOUSE

During high winds on Thursday, January 26, about 25 feet of sheet metal on a Specialty Transformer warehouse blew off. No internal



Art Rose

damage was reported to the contents of the warehouse, which is located at College and Wall streets.

COMPUTER AIR-CONDITIONING DAMAGED

Air-conditioning units and a transformer, located on the roof of Building 4, were damaged when snow is believed to have blown in an air vent and shorted out the equipment. Al Diehl, area services engineer, reported that the equipment, which supplies a computer room, was repaired and partially replaced at a cost of about \$600. "Since we were about 95 percent done installing an economizer unit on the equipment, damage was kept to a minimum," he said.

COOLING TOWER FAILS

About \$700 damage was done to a cooling tower serving Building 17 during the blizzard. The system serves 17-3 Hermetics and is used for the 4S2 annealing furnace salvage system. Only temporary problems were reported while a fan motor was replaced.

TELEPHONE OPERATOR ON CALL

Maxine Patterson, chief operator of the telephone service here, walked four blocks to work on Thursday and Friday during the worst of the snowstorm to keep phone lines open.

During each of those two days, Maxine did the work normally done by four operators.



Maxine Patterson

GE appliance makers adapt products to assist handicapped with Braille, special control panels

Besides making special efforts to provide jobs for the handicapped, GE—as an appliance maker—is trying to provide products that can help them.

To aid the visually handicapped, General Electric provides Braille style knobs free of charge for any of its GE or Hotpoint brand ranges, as well as Braille control panels for its home laundry equipment.

ORDERED FREE

Special controls for those whose sight is failing may be ordered free of charge by sending the model and serial number of the appliance to Consumer Inquiry, Bldg. 4-206 A, at General Electric, Appliance Park, Louisville, KY 40225.

For the physically handicapped, who may find it difficult to reach the controls at the back of the ranges, small por-

table appliances often prove more convenient. However, GE also offers high-low ranges with controls up front and at eye-level.

Countertop microwave ovens offer a good alternative because they can be located almost anywhere, and do have up-front controls.

Appliance use-and-care manuals on all products now made by GE and Hotpoint are available on tape cassettes for the visually handicapped. They are obtainable from the center for Consumer Products Recordings, Associated Blind of Kentucky, P.O. Box 306, Louisville, KY 40201. Requests should indicate product, brand, model number, and year purchased, if known. There is a charge of \$1.25 to cover cost of cassette and packaging.

Points out Judy Stearns, manager of compliance and

training programs at Appliance Park: "We continually receive requests for the knobs and cassettes. While it is an unfortunate fact, the number of handicapped people has been increasing. In addition to three major wars in less than 40 years, medical science also keeps people alive longer and there are legions of senior citizens afflicted with crippling arthritis and other infirmities of age, including loss of sight. Add this to the more than 2 million blind and visually handicapped persons and it is readily apparent that a large segment of our population today cannot easily—if at all—make use of many of the household products that most of us take for granted. By providing special controls and cassettes for the handicapped, we are helping to solve this problem."

ALLEY CHAT By Connie Houser

It's hard to believe that a pretty little snowflake could cause so much trouble. But, last week the little flakes came down by the trillions and created quite a problem. It didn't dampen the spirits of the lucky bowlers who made it into the GE Club before the blizzard, however.

The Jack and Jill League came on strong with three gusting scores of well over 500 for the women. The top snow blowing series was fancied by Nadene Werling with a 541. It included high game of the week, a fantastic 211. Third place went to Shirley Bohner with a super 527 series, including good games of 185 and 184. Fourth high series was clinched by Jan Harding with a solid 514. Jan's series also included second high game of the week, a sound 208.

The Tuesday Afternoon Ladies cleaned out the alleys for second and fifth place for high series. Janie Fischer was at her best with a 536, and Martha Musselman was looking good with a fine 511.

Other great scores were turned in by; Judy McInturk, Jack and Jill, 198; Gayle Littlejohn, Monday Morning Ladies, 181; and Judy Heath, Tuesday Afternoon Ladies, 180. Nice going.

The Hermetic League was ahead of the storm with two spine chilling series for the men. Bill Kumfer hit a grand 615 series with smooth games of 226, 201, and 188. Close behind was Jim King with a good 610 series with scores of 221, 203, and 186.

The Hermetic League was on top of the heap with Joe Russell clinching high game of the week with an outstanding 253. Second high game was rolled by Dave Locker of the GE Office League. Dave gave a good performance and hit a 235.

Other nice games were shoveled in by; Gary Mackela, 225; Walt Reiger, and Dan Conner, 223s; and Dave Knepple, 221.

More good scores were racked up by; Warren Wickliffe, 214; Mike Wisniewski and Dave Uncapher, 213s; and Dick Rodemeyer, 212.

Checking with the Junior League bowlers we find Patty and Rick Franklin keeping it in the family. They both netted high game of the week for the juniors. Patty was on top for the girls with a super 191, and Rick was at his best with a 211 for the fellas. Our star alley attendant, Kevin Senter, was at his best too, with a solid 200 game to give him a 581 series. Don Seals walked off the alleys with a cool 199. Keep those alleys steaming!

If you haven't recovered from cabin fever, be sure to check in at the club, and sign up for the Scotch Doubles Tournament that runs the entire month. Call today for reservations, Ext. 2042.

SCOREBOARD By Pat Ebetino

Welcome back. Basketball league action has been quite slow around the GE courts the past two weeks, but we did manage to squeeze in a few games.

Decatur turned back Taylor Street 78-66 behind a well-balanced scoring attack. Steve McBride led the way with 19. He was followed close behind by Dave Braun's 17, Mike Busse's 14 and Tim Irwin and Greg Koon's 13 each. Tom Scott paced Taylor Street with 25. Helping out were Bruce Miller with 19 and Rick Stoller with 14.

The Superstars turned back a stubborn Wire Mill team 74-62. Jim Whitt had the hot hand for the Stars with 20. John Turner also had 11 for the Mill. Sparky Wallace took scoring honors in the contest with 22. He had help from Dick Baughman with 11. Mike Bird and Tom Lang each hit 10.

The top defensive award should go to Heaven Help Us. They held the opposition to only six points in the entire second half to turn a close 22-19 halftime into an easy 52-25 win over Scheck's Old Timers. Tennyson Williams led the victors with 12, while Dave Walker led Scheck's with 7.

LEAGUE STANDINGS

1. Superstars	11-0
2. Wire Mill	8-2
3. Decatur	7-3
4. Shooters	6-4
5. Heaven Help Us	5-6
6. Taylor Street	4-5
7. Broadway Grill	0-9
8. Scheck's Old Timers	0-10

Next euchre party set February 28

The pensioners have set Tuesday, February 28, for their "March" euchre party. Play begins at 1 p.m. at the GE Club, 1030 Swinney Ave.



NEWS

Vol. 60, No. 4

...about the people who help make the world's most dependable components

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Arbitrator of discharge case spotlights GE work rules

Recently, in concluding a discharge case in arbitration, as part of the settlement agreed to by the Union and the Company, the arbitrator included the following in his award:

"The grievant and all other employees employed in the Company's Fort Wayne plant are hereby advised that hereafter theft or attempted theft of Company property or money by means of inflated vouchers or otherwise will not be tolerated and that any other employee found to have violated the Company rule prohibiting theft of any kind or nature shall be disciplined by the Company in any manner which it deems warranted."

The purpose of this article is to inform all employees of the penalty for violation of Company work rules.

Periodically it is necessary to republish and emphasize company work rules. We know the majority of employees here in Fort Wayne are honest and in no way try to steal or defraud the Company.

February bingo tomorrow night

Bring your "sweetheart" and family, or just yourself for a free evening of fun and prizes at the GE Club. Bingo will get started at 7:30 p.m. tomorrow night. All employees, pensioners and their families are invited.

Unfortunately, a small number of employees do violate the rules and are guilty of stealing. This can be in the form of taking company or other employees' property, or falsifying incentive vouchers or clock cards.

Our present policy calls for more severe discipline (including discharge) than has been imposed in many instances. The frequency of violations has reached the point, however, where we must consider more rigid application of our published policy. Following is an excerpt from the Fort Wayne Warning Notice Procedure:

"There are certain offenses that are obvious cause for immediate discharge provided the individual guilt is clearly established, such as, but not limited to:

- Theft of Company or other employees' property
- Carrying liquor or drugs into the plant, having liquor or drugs in one's possession or consuming liquor or drugs while at work
- Willful or flagrant destruction of Company property
- Immoral behavior on Company premises
- Fighting on Company property
- Willful insubordination, such as refusing to perform a job when directed to do so by the supervisor
- Possession of weapons on Company property
- Falsification of clock cards and records (includes being out of plant while clocked in)."

GE people get discount to see dance concert

General Electric employees and pensioners are being offered \$1 off of ticket prices for the Rod



DRAMATIC DANCE will be performed at the Scottish Rite Auditorium at 8 p.m., February 17 by a New York dance company. See coupon below for discount.

Rodgers Dance Company performance to be in Fort Wayne, at 8 p.m., Friday, February 17, at the Scottish Rite Auditorium.

The New York-based company is being sponsored by the Fort Wayne Urban League, a community service agency, and is a major fund raiser for the league.

Well-known for providing a beautiful and entertaining theatre experience, the troupe offers a mixture of works. They dance to jazz and popular music, provocative dance drama and percussion pieces, for which they have been favorably noted in reviews across the nation.

The company was one of the

first American dance companies under the direction of a Black artist to establish a base of recognition for something other than exclusively ethnic or traditionally Afro American.

The discount coupon being offered to GE people is shown below. The coupon may either be mailed or redeemed at locations where tickets are sold: any Ayres Store Service Center, Tall Man's, Louie D's or at the Fort Wayne Urban League, 1014 Schrick St. in Fort Wayne.

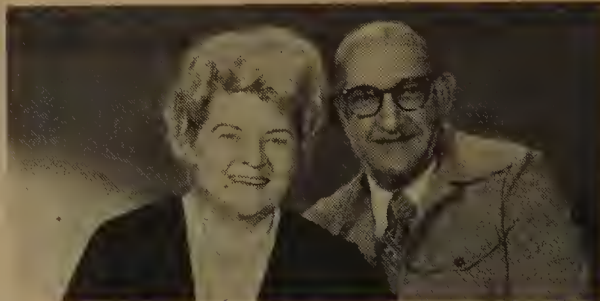


GE cafeterias featuring...

MONDAY, FEBRUARY 13-homemade Navy bean soup, Polish sausage, baked beef hash. **TUESDAY, FEBRUARY 14**-homemade beef noodle soup, hot beef sandwich, creamed chicken with biscuit. **WEDNESDAY, FEBRUARY 15**-homemade beef vegetable soup, Salisbury steak, beef and noodles. **SPECIAL:** Mexican fiesta plate. **THURSDAY, FEBRUARY 16**-homemade lima bean and bacon soup, liver and onions, hamburger pie with potato topping. **FRIDAY, FEBRUARY 17**-homemade chicken noodle soup, corned beef with cabbage, macaroni and cheese. **AVAILABLE DAILY:** assorted salads and desserts, grilled and fried sandwiches, vegetables, french fries, and whipped potatoes.

RETIREMENT REFLECTIONS

Plans of pensioners begin to take shape



MILDRED M. NEWMANN, 10 years' service **BEGAN 1967** Sweeper in General Purpose Motor Department **RETIRED JANUARY 1978** Unload conveyor in General Purpose Motor Department; **BYRON L. NEWMANN**, 36 years' service **BEGAN 1941** Removed windings from cores in Return Motor Section **RETIRED JANUARY 1978** Development Tester in Specialty Motor Department. **PLANS:** "Enjoy Silver Lake home."

ROBERT G. MCCOLLISTER, 48 years' service **BEGAN 1929** Messenger in Distribution Department **RETIRED JANUARY 1978** Wire enameler in the Wire Mill **PLANS:** "Just going to enjoy retirement and not get too involved in anything."

WALTER G. SEIDEL, 48 years' service **BEGAN 1929** Messenger in the Service Bureau **RETIRED JANUARY 1978** Stockkeeper, first class in the Specialty Transformer Business Department. **PLANS:** "Catch up on fishing, take it easy and travel."

THE MEN AND WOMEN LISTED HERE have retired, but have chosen not to have their picture in the **GE NEWS**. **JULY 1977:** George Wralstad, Appliance Components Business Division, 1974; **SEPTEMBER 1977:** Anna L. Johnson, General Purpose Motor Department, 1936; Lucille Hill,

JEANETTE V. CONRAD, 34 years' service **BEGAN 1943** Specialist in Building 12-2 **RETIRED FEBRUARY 1978** Dyn. balancer in the General Purpose Motor Department **PLANS:** "Got a lot of things in mind."

HILMER H. DRAYER, 35 years' service **BEGAN 1943** Inspector in the General Purpose Motor Department. **RETIRED FEBRUARY 1978** Hyd. Press Operator in the General Purpose Motor Department **PLANS:** "Head for Naples, Fla., this winter and New Haven next summer."

JOHN O. HAGGENJOS, 36 years' service **BEGAN 1941** Punch press operator in the Fractional Horsepower Motor Department **RETIRED FEBRUARY 1978** Grinder in the General Purpose Motor Department **PLANS:** "Gonna get a new boss."

JAMES A. HUGHES, 36 years' service **BEGAN 1941** Connector and assembler in the Transformer Department **RETIRED FEBRUARY 1978** Group leader in the Specialty Transformer Business Department **PLANS:** "Been saving up odd jobs to do."

General Purpose Motor Department, 1946; Ella M. Grimes, Specialty Motor Department, 1951; **OCTOBER 1977:** Frank Thomas, Specialty Transformer Product Section, 1949; **NOVEMBER 1977:** Alden D. Engle, General Purpose Motor Department, 1952.

*ADLETS

FOR SALE

SNOWMOBILE, '73 TNT Ski-Doo, like new, \$975. 749-2237.
TRAILER, 12x70 with 7x20 ext. app. shed-skirt. 489-3109.
AUSTRIAN, shepherd pups, well bred, colorful, 3 males. 672-3934.
WOOD STOVE, Ashley, heats entire home, 3 yrs. old. 627-5128.
'71 DATSUN 510, snow tires, good transportation, \$500. 486-3365.
'67 VW BUG, good transportation, new tires, \$250. 745-3764.
CHAIN SAW, Rem. PL4, not running, but all there, \$25. 483-2767.
SNOW TIRE, G78x14 on '72 Ford Torino rim, new. 638-4626.
REFRIGERATOR, 17 cu. ft. exc. cond., \$60. 747-7173.
DINETTE SET, 6 pc. early American, formica, fine cond. 484-2014.
SNOW TIRES, 695x14 mounted, 2 for '69 Chevy, \$30. 745-2003.
WALKING-JOGGING exerciser, like new, \$75. 483-8533.
'69 CAMARO st strip, nice, \$1800 or make offer. 745-7827.
'73 HONDA CIVIC Hatchback, one owner, \$995. 347-0974.
MOBILE HOME, 12x65 '72 Coachman, 2 bdrm, best offer. 489-6422.
LADIES sweaters, good cond., \$3 each. 745-3042.
SUN AUTO Diagnostic Machine,

many functions, \$150. 485-1238.
CARPET w/ pad, 13x18, red, \$30. 749-4055.
6.7 CU.FT. Chest freezer; 4 BR70x13 used radials. 493-1187.
'77 BRONCO, 4x4 auto, 40 ch. CB, \$5450 firm, 13,800 mi. 638-4387.
REEL to REEL, \$300. 485-1238.
GE 25" CONSOLE color TV, Colonial styling, \$125. 485-2111.
HOME, effcy. alum siding, by Brooklyn & Taylor, ex. cond., \$4500. 432-6359.
'72 HDTP GRD VLE PONT., 2 dr, fully equip., new tires, one owner, good cond. 456-9540.

WANTED

CONSOLE stereo; file cabinet, 2 or 4 drawer. 447-1605.
LIONEL & AMERICAN flyer trains, and cond. 724-8011.
ELECTRIC TYPEWRITER. 636-7741.

RIDE WANTED

BLUFFTON OR AREA to Taylor St., 8:00-4:30. 824-0091.
HATHAWAY RD. to BDWY East off Highway 3. 637-6548.
TRI LAKES to Taylor St., 2nd trick. 3:18-11:48. 691-2118.
335 W. PLEASANT, Churubusco to TS, 6:48-3:18, \$10-week. 693-3161.
TO TAYLOR from Churubusco, 1st shift. 6:48-3:18. 693-3850.

FOR RENT

2 BDRM APT (large), close to GE, very reas. 747-4066.

COUPON

ROD RODGERS DANCE COMPANY

FRIDAY, FEB. 17, 8 p.m. Scottish Rite Aud.

\$1 OFF

\$9 patron reserved seat (reg. \$10)
\$4 general adult seat (reg. \$5)

NAME _____

ADDRESS _____

CITY _____

ZIP _____

PHONE _____

Enclosed is my tax deductible contribution of \$ _____
for _____ patron or _____ adult ticket (s).

MAKE CHECKS PAYABLE TO FORT WAYNE URBAN LEAGUE

Enclose check with stamped, self-addressed envelope, and mail to:
Fort Wayne Urban League
1014 Schrick St.
Fort Wayne IN 46803

OR

Redeem by Feb 15 at any
Ayres Store Service Center,
Tall Man's, Louie D's, or FW
Urban League.

General Electric News

IN FORT WAYNE, INDIANA

FEBRUARY 17, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 5

GE News' new look

Regular readers of the **GE News** will notice that a new banner appears at the top of Page 1 and elsewhere in this week's paper.

It was redesigned in order to comply with accepted usage of the familiar General Electric monogram. According to legal authorities, the monogram may not appear in company publications without the words "GENERAL" and "ELECTRIC" accompanying it on both sides, among other specified and patented restrictions.

The reason? Some of GE's competitors, who might want to take advantage of the company name and fine reputation, have been adopting similar insignia and so the company has renewed its interest in encouraging the monogram's correct usage.

Electricity curtailment may affect output

Officials in many parts of plant operations are in the process of preparing for possible effects in production if the request by the Indiana Public Service Commission (PSC) for electricity curtailments becomes more severe.

The PSC asked all industry in the state to reduce all non-essential electric usage as much as possible because a coal miner's strike and cold weather has reduced coal supplies in many utility companies in Indiana to "emergency levels."

Any additional curtailments in electricity usage at General Electric, unlike certain other plants, are expected to have a more immediate impact on production because a program to conserve energy has been in use here since 1974.

"This means that since we were already relatively efficient energy users, it becomes more difficult to squeeze savings out of the system," explained Don Mohrman, manager of environmental, OSHA and energy resources.

Additional curtailments are expected if the utility company supplying General Electric (Indiana & Michigan) says their coal supply is at the "40-day emergency level."

Mohrman said Thursday, "We are anticipating that the situation will eventually result in a cutback, although there are many variables involved—including the weather, availability of additional coal to the utility, and the response of the public to the plea for conservation."

Area Services manager Dick Huhn, said engineers are working with production personnel in calculating the amount of electricity used by various equipment to help determine what would need to be shut down to meet additional electricity cutbacks.

"One thing everybody can do now to help conserve is to try to get in the habit of turning out lights whenever they are not needed," said Huhn.



LIGHTING in many parts of the plant has been decreased by half in an effort to voluntarily reduce the factory's electrical consumption. Area Service electricians, Kevin Kirk and Laurie Dawning, are shown here as they removed fluorescent lighting in Division headquarters Building 18.



VIRGINIA BROWN



PAUL YENTES



VERN ROBINSON



SHARON KRINN



GERALDINE KOENEMANN



LINDA CHRIST

Lights dim...water coolers go warm...what next?

Numerous conservation measures have gone into effect at Fort Wayne General Electric plants in response to the Indiana Public Service Commission's request for all industry to reduce consumption of electricity due to coal shortages at utility companies in Indiana.

Lighting in offices, restrooms and other non-production areas has been reduced by at least 50 percent. Lights in production areas have also been disconnected wherever possible.

The cooling units in drinking fountains, along with other non-essential fans and motors, have been disconnected.

Area Services manager Dick Huhn, whose crews have had the job of carrying out many of the conservation measures, said, "We're doing everything we can to reduce electricity usage where it has the least or no impact on output."

He said it is hard to curtail energy usage since the departments had already enacted conservation programs before the emergency request for reductions was received.

"Initial measurements of electricity usage since the curtailment request indicate we are making good progress," Huhn said.

In addition to reductions inside buildings, Plant Protection Chief Tom Corneil said protection officers were in the process of cutting off all non-essential outside lighting.

He said that wherever possible, lights would be turned off in the yard and in parking areas.

The response from employees to the crews during the cutbacks has been generally favorable. "We've had more calls asking us when the lights would be disconnected, or calls recommending that more lights be taken out, than complaints," Huhn said.

Employees elect new leaders to administer ECSF projects

Six new administrators to the Employees' Community Services Fund (ECSF) board have been elected by employees in various sections of the plant.

The new representatives (pictured above) replace outgoing administrators whose terms on the 15-member board expired.

Board members administer the funds raised in the annual drive to support United Way agencies in the county. They also regularly visit and hear representatives of these agencies during the year to monitor how employee contributions to UW are spent.

ALTERNATES

The following alternates were also elected during the recent balloting: Peggy Stearns, Mark Cooke, Joe Miller, Phyllis Johnson, Bill Reith and Donna Stetler.

The administrators and alternates each serve two-year terms.

The ECSF board was set up in

1952 and representatives of both hourly and exempt employees have been involved in the United Way fund raising project since that time.

INSIDE: Engineers respond to crisis

Inside this week's **GE News** is a special four-page pullout section saluting the achievements of Fort Wayne General Electric engineers as part of a celebration of National Engineers' Week February 19-25.

The section contains many interesting features and pictures about engineers and their careers.

The content of the supplement is particularly timely because of the current emphasis on conservation of electrical energy as the Midwest faces a coal shortage.

As you can read on the following pages, GE engineers in Fort Wayne have exhibited their technological expertise in responding to the energy crisis by designing motors

that require less energy to operate than traditional models.

The theme of GE's salute to its engineers this year, appropriately enough, is "Engineers—Strength in Crisis."

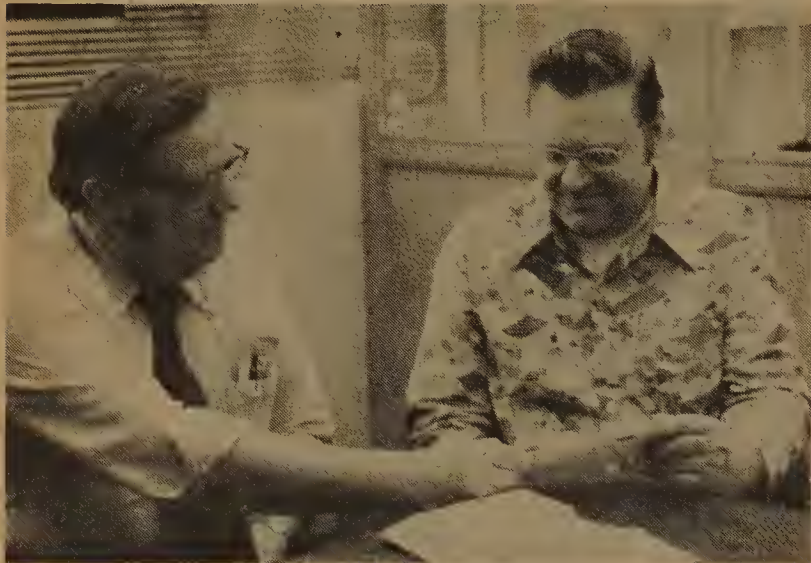
Perhaps at no other time in our history have we faced so many crises, from so many quarters.

The familiar litany, in addition to energy shortages, includes vanishing mineral resources, accelerating environmental deterioration, questionable water supplies and so on.

Engineers, essentially, are the people we depend upon as our problem solvers. Just as George Washington, while still in his outpost at Valley Forge in 1778, recognized that a struggling young America could not win its war of independence and develop without strong engineering talent, so do we today issue a call for engineering education, a call to provide the nation with engineering abilities to survive, grow and prosper.

For it is the engineer who is truly our strength in crisis.

SUGGESTOR EARNS CASH



RICHARD HENLEY, a hydraulic machine builder in the Appliance Components Support Operation, won a suggestion award of \$295 for his idea to stock certain fittings. The suggestion saved time ordinarily spent waiting for the fittings to arrive before a job could be completed. At left is Merle Augh-inbough, manager of equipment manufacturing.

This could be your chance to feel good about diabetes

The North East Diabetes Association has made General Electric an offer that could make you feel good about diabetes—that is, if by taking a simple test you find out you don't have the disease.

All you have to do is mail in the coupon below. If there is enough interest shown, the diabetes test will be scheduled.

According to Mrs. Bonnie Souder of the local diabetes association, the test would most likely be given from about 2 p.m. until 5:30 p.m. to allow both first shift and second shift employees the opportunity of taking advantage of this offer after work.

The method for the test is called the "finger prick"—meaning that a small amount of blood is taken from the finger relatively painlessly. It is estimated to take about five minutes for the test.

That five minutes could be very important to your life, however.

This is true because diabetes is the third leading KILLER disease. It is the first leading cause of new cases of blindness.

One in five people are said to be in contact with someone who has diabetes—it could be a family member or someone close.

A scary thing about the disease is that you can have diabetes and not even know it.

Some diabetics (especially those who are older) may experience few symptoms or no symptoms at all—and today many cases are detected before symptoms appear.

Some of the common symptoms are:

- frequent urination
- excessive thirst
- extreme hunger
- rapid weight loss
- drowsiness
- easy tiring
- general weakness
- blurred vision or change of vision
- skin infections, boils, etc.

Please mail the coupon below if you would be interested in having the North East Diabetes Association come to GE to administer the diabetes test.

☐ YES, I would like to have a diabetes test.

NAME _____

ADDRESS _____

PHONE _____ ZIP _____ LOCATION _____

MAIL TO: Diabetes Test—GE News
Building 18-3
1635 Broadway
Fort Wayne, IN 46804

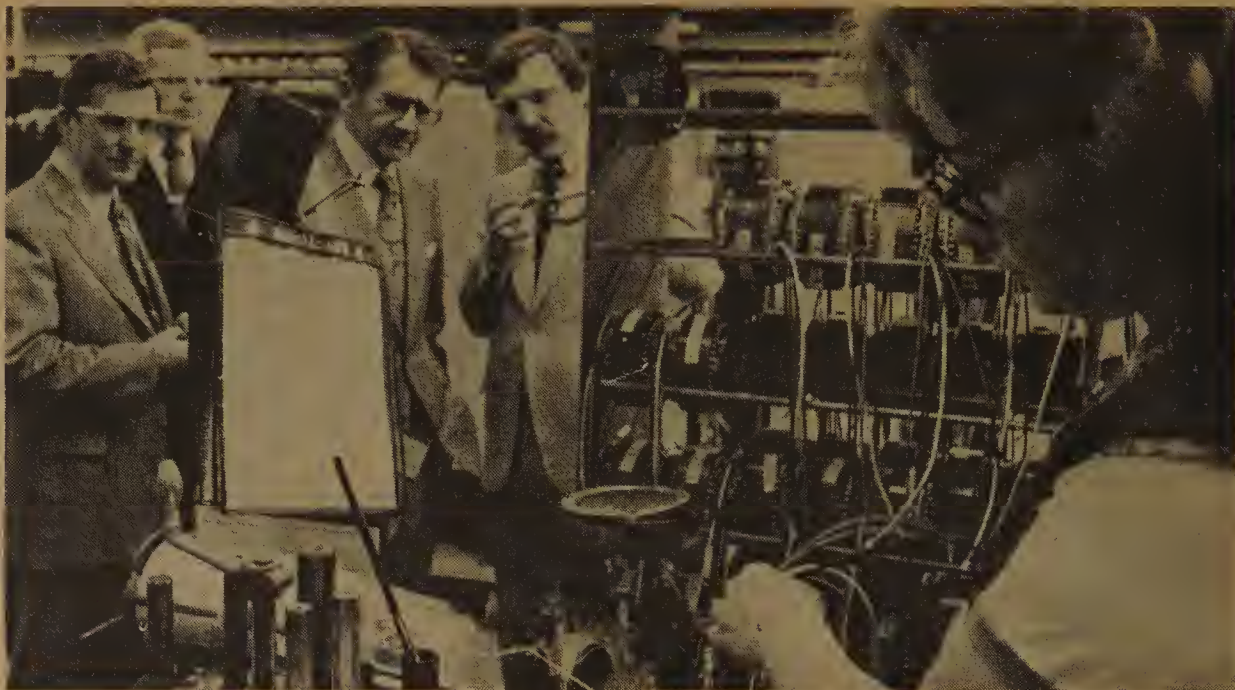
General Electric News

...about the people who help make the world's most dependable components

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Rex Mericle, Chief Photographer
Gloria Smith, Proofreader, Adlets
Sandi Klefer, Composition



Line workers participate in Sector briefing

When Sector and Group officials were in Fort Wayne for a recent business review meeting, they toured the Specialty Motor Department at Taylor Street. From left are visitors:

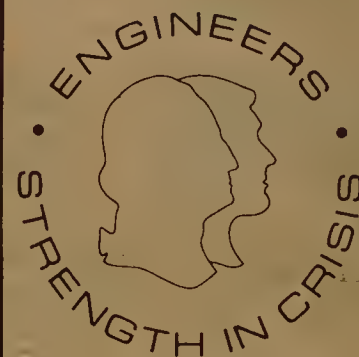
Van Williams (Group Executive), George Farnsworth (Division vice-president), Stanley Gault (Sector Executive), Bill Fenaglia (SMD general manager), and Carolyn Manning, who is demonstrating her job as a stator stitcher during the tour.



JOYCE LINK, stator lacer, shows visitors Bob Cooney, Bob Baeder, Bill Luedke and Dick Johnson (plant manager) how her job is done during a plant tour for the company officials.



DURING A STOP in the tour, plant general manager Bill Fenaglia describes a process as George Farnsworth, Stanley Gault, and Van Williams look on. At right is David Haas, line tender and pocker.



Engineers' Week
Feb. 19-25

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FROM GE

Now's the time to buy!

For a limited time only, GE is offering red tag rebates on these and many other products. Come in and see the special buys today.

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REDTAG
REBATE

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FM/AM Digital Clock Radio
with Canted Front Cabinet

PLUS the
Red Tag Rebate
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Reg. Price	\$34.99
Special	\$33.49
Plus Rebate	\$3.00

YOUR COST	\$30.49
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THE EMPLOYEE STORE

1030 Swinney St.

11-5:30 Weekdays

Labor voice heard at United Way agency



A DEVICE used at the rehabilitation center to help the blind translates printed letters into the raised shape of the letter so the sightless person can read. It is demonstrated here by Buddy Omo for GE's Bob Bryan and Gene Robertson, executive board member.



MAYOR ROBERT ARMSTRONG attended the recent open house at the Center with Bob Bryan, executive board member from GE; and Kay Davies, who is daughter of Taylor Street employment practices specialist Bill Davies. Kay is regularly a coordinator of the satellite program for the Center, but helped guide touring visitors recently.

Laboring people, according to local United Way statistics, contribute about 67 percent of the funds for UW agencies in Allen County.

"And yet," General Electric's Bob Bryan says, "few of labor's representatives have taken an active interest in the executive boards of United Way agencies in the county."

Bryan, a Lodge 70 officer and Specialty Motor Department bench machinist, is an exception—for he is presently serving his third year as an executive board member of the Anthony Wayne Rehabilitation Center and is also chairman of its workshop committee.

Bob got involved by voicing an interest in United Way several years ago and was eventually recommended to the board position by UW's labor relations representative.

Bob's role, which he says is very satisfying, is primarily to attend once-each-month meetings where he and a number of other community representatives give their recommendations in guiding the agency's activities.

A few of the Center's activities, along with Bob's involvement in them, appear in the accompanying pictures which were taken during a recent open house at the multi-service agency for handicapped people.



SHOP OPERATIONS at the Rehabilitation Center provide an opportunity for learning basic assembly techniques. From left is Bill McShain, executive board member from GE; Bob Bryan, executive board member from GE; Alice Lamm, demonstrating her work; Gene Robertson, board member; and Ervin McNamara, center director.

Could be you?

Toolmaker course offers trade skills training

Are you interested in a job where you can learn a skilled trade and earn a good income at the same time? If so, you may be the right person for the General Electric Apprentice Toolmaker Training Program.

General Electric needs good toolmakers. To insure a supply of qualified workers, they have established this apprentice program to train their own toolmakers.

The GE Apprentice Program is a three year course, consisting of 40 hours per week in the shop, and six semesters of related classes in the evenings.

The first year, shop and classes are held in the Fort Wayne Community Schools Training Center. Here, apprentices learn the basic fundamentals of

the toolmaking trade.

During the second and third years of the program, students advance their skills through rotating assignments at various GE locations in Fort Wayne. Second and third year classes are also held at GE plants.

Anyone who is a high school graduate and has taken one year of algebra is eligible for GE's Apprentice Program. Additional math, science, and shop classes are also helpful.

Testing and interviewing for a fall class of about 20 apprentices will begin in late February.

Interested employees should contact their departmental employment office for an application form. Other interested persons may apply at the Indiana State Employment Office.

COUPON

ROD RODGERS DANCE COMPANY
FRIDAY, FEB. 17, 8 p.m. Scottish Rite Aud.

\$1 OFF \$9 patron reserved seat (reg. \$10)
\$4 general adult seat (reg. \$5)

NAME _____
ADDRESS _____
CITY _____ ZIP _____ PHONE _____

LAST CHANCE FOR GE DISCOUNT!

Present this coupon at
the ticket window box office
for this special offer.

**Sponsored by the Fort Wayne Urban League
with the assistance of the Indiana Arts Commission**



TALENTED dancers of the New York troupe, Rod Rodgers Dance Company, will be featured entertainment tonight at the Scottish Rite Auditorium. See coupon at right for discount to employees and pensioners.

ALLEY CHAT By Connie Houser

Club installs light board to recognize high scores

There is a new attraction at the GE Club, and we want all bowlers to check it out. It's a real shame I can't keep a secret, so I am telling what it is. It's a huge 4'x8' lighted bulletin board. We plan to keep you informed on season high records along with weekly high scores of series, and games for both men and women.

The Monday Morning Ladies almost set a new record for high series when Marion Steffen fancied a 568, including good games of 199, 188, and 181. Marion's high series did not tie for the season.

Second high series was bowled by Judy Weisenburger of the Pete & Tillie League. Judy gave a good performance with outstanding games of 203, 180, and 162. Third place went to Virginia Fletchall of the Monday Morning Ladies with a great 542 series including fine games of 196, 186, and 160.

This was a fantastic week for the women. Five 200 or better games were bowled. Ann Arnett of the Pete & Tillie League was on top with a super 221 game. The Monday Morning Ladies bagged second and third place when Gayle Littlejohn hit a solid 206, and the secretary, Mildred Franke tied Judy Weisenburger with a 203.

Another secretary at her best was Edna Armstrong of the Monday Nite Ladies when she hit a 200 on the nose.

More fine games were turned in by: Linda Schrader, and Ruth Smith, 199s; Naomi Reis, 189; Freddie King, 188; and Kay Bade, 183.

The Sunday Nite Mixers jumped for joy to see Lynn Cocklin clinch high game of the week for the men with a sound 251 score. The Hermetic League produced real winners for second and third place with Dude Kamphues rolling a 225, and Louie Simmons a 223.

More fine scores were reported by: George Cooper, 219; Dave Knepple, 216; Steve Reidharr, 214; Ed Becker, 213; Steve Thomas, and Phil Wysong, 211s; and Gus Weisenburger, Ron Harber, and Joe Russell, 210s. Nice going.

If you haven't signed up for the Scotch Doubles Tournament there is still time. Call the GE Club, Ext. 2042 TODAY for more information.

(UNTIL MARCH 11—LIMITED TIME OFFER.)

\$5 REBATE

\$21.99



SELF CLEAN II

**Spray, Steam and Dry Iron
F210WH**

No. 1 in steam life, based on hard water laboratory tests of all leading self-cleaning brands.

\$3 REBATE



\$18.34

**Touch 'n Curl IV[®]
Mist Curler
CS-4**

Curl control center, jumbo roller comb; wave comb attachment

\$3 REBATE

\$20.29

**Super-Pro
Pistol
Dryer
PRO6**

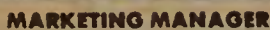
1400 watts of drying power with 6 blow drying heat and air speed combinations.



THE EMPLOYEE STORE

1030 Swinney St.

Weekdays 11-5:30



He is a 1959 graduate of South Dakota State University in Electrical Engineering and completed the Technical Marketing program at General Electric in August of that same year. In November 1959,

Rhoades replaces Bill Fenoglio as marketing manager. The post was vacated last November when Fenoglio was named general manager.



LEADERS of the General Electric Employees Federal Credit Union shown above are: George Crickmore, 4-B, secretary; Gilbert Slaan, retired, chairman of the supervisory committee; Ray Berdelman, retired, vice president of the board; M.D. "Jack" Faust, retired, president; Harald Shart, manager; and, Harry Waggoner, 4-6, treasurer. Not present was Bob McCreary, credit chairman.

Plans of pensioners take shape

A black and white portrait of a middle-aged man with glasses, wearing a dark suit, white shirt, and patterned tie. He is looking directly at the camera with a slight smile. The background is a plain, light color.

General Purpose Motor Department, 1943; **FEBRUARY 1978**, Robert N. Curry, Appliance Components Support Operation; Virgil Hartman, Jr., General Purpose Motor Department, 1943; George P. Kapp, Specialty Transformer Business Department, 1943; Robert L. Schinbeckler, General Purpose Motor Department, 1941.

FOR SALE

Pheasant Run. 747-2284.
BLUE FLAME OIL HEATER, ex.
 cond. 456-2606.
SNOW TIRES & whls, G78x14, reas.
 - 483-4267.
COON HOUND, 6 yrs old, walker
 female. 622-4328.
2 POMERANIAN PUPS, AKC,
 female, 10 wks, cream. 743-0061.
 '74 **KAW**, 3 c/y, 400 cc, good cond, 7300
 mi., \$400. 432-6920.
SUNBONNET BABY PLATES,
 Royal Beyruth China set of 7. 447-
 4606.
 '77 **MOBILE HME**, 2 bdrm, 12x60,
 under warranty, new, lived in 2
 mos. 485-5123.
DAVENPORT & CHAIR, rustl color,
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3 BDRM mod. ctry home on 5 acres
 w barn, 5 mi N Col City, mst sell,
 691-3394.
 '77 **EL CAMINO SS, AT, PS**, PB,
 rs1prfd, \$4200. 337-5562.
EXERCISE BICYCLE, best triple
 action, \$40. 437-3445.

WANTED

BABYSITTING in my home, Yoder Rd., near Hwy 1. 622-7581.

CANOE, 17', pref. alum. 489-3970.

MATERNITY CLOTHES, used, good shape, sz 10-12. 483-8079.

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USED, 12 or 14 fishing boat, wood or alum. 281-2326.

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For Sale ★
Wanted
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Riders Wanted
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* The item(s) referred to in this ad are in no way connected with any business venture.

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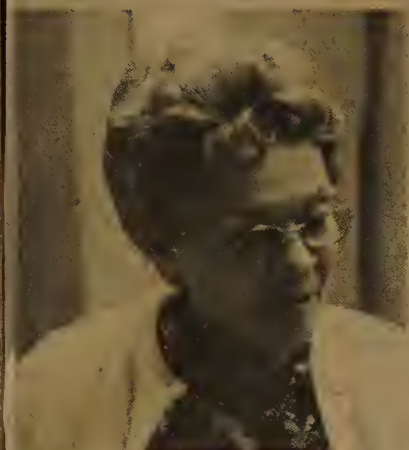
General Electric News

IN FORT WAYNE, INDIANA

FEBRUARY 24, 1978

GENERAL  ELECTRIC

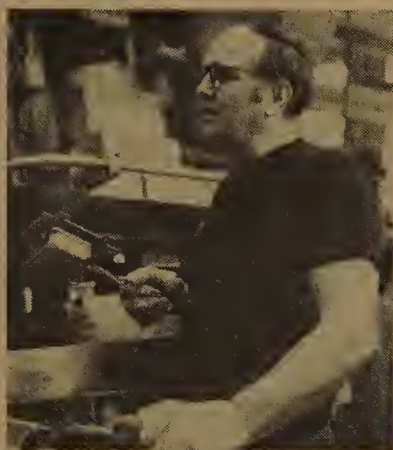
VOLUME 60, NO. 6



BLACKBURN



JACKSON



ZELL



KEESLER



GOMEZ

ENERGY: Novel methods found to save electricity

In response to the Indiana Public Service Commission's request for industry to reduce consumption of electricity due to coal shortages at utility companies in the state, numerous conservation measures have been put into practice at General Electric.

In addition, ten diesel-fueled generators have been purchased at a cost of about \$670,000 to maintain production and keep short-timing to a minimum at GE operations here.

To get an idea how the plea to reduce electric consumption has been received by GE people on the job and at home, the following question was asked of employees chosen at random in various parts of the plant:

QUESTION: As you know, we are currently being asked by the utility companies to conserve electricity because of a coal supply shortage. What are you doing at your home and at your work place to reduce consumption of electricity?

lectricity?

CRAIG COLPITTS, drill press operator at Winter Street: "We use a portable black and white TV instead of our color set and don't have anything bigger than a 60 watt bulb being used. We try not to use hair dryers or portable mixers and the thermostat is set

Jobsite interviews

at 66 degrees." **WORK:** "Half the lights are out. The lathe and press is also off when we're not using it." **SUGGESTIONS:** "Could turn off a few more lights."

BETTY BLACKBURN, hermetic motor line, Winter Street: "I'm running larger loads in the washer and dryer. Keep the lights off when not in a room. We also use night lights instead of regular bulbs. Keep our outdoor lights off." **WORK:** "Always turn out bench lights when not in use." **SUGGESTIONS:** "Should reduce

lights in hallways. Take a few more bulbs out. I think we should also forbid the use of radios and fans."

DOROTHY RATLIFF, hermetic motor line, Winter Street: "I've turned my heat down, use my stove less and wash with fuller loads. I dress my children warmer and have put rugs at the doors to keep the heat from escaping so fast."

FRANK COCHRAN, hermetic motor line, Winter Street: "We've turned the lights out, the heat down and just use one TV and have tried not to use everything we don't really need."

JOE ALEXANDER, hermetic motor line, Winter Street: "We only use one light in a room. Have a night light in the kitchen. Cut the temperature to 68 degrees. If we have to use less, we could just have one hot meal a day. I plan to get a kerosene lamp too."

ANN MCKINNEY, hermetic motor line, Winter Street: "We try to use our stove less, wash clothes less and run the dryer for shorter times. If I had to use less electricity, I could use the smaller oven and do without the TV. I'd also be willing to turn the heat down to 65."

MARIAN GOMEZ, motor assembler at Specialty Motor, Taylor Street: "I've unplugged the clocks. We use a lot of candles. We also unscrewed all but one of the bulbs in our ceiling light fix-



RATLIFF, COCHRAN, ALEXANDER, MCKINNEY

tures. If I had to use less electricity I could find a laundromat that has gas dryers instead of my electric one at home. Could also use our gas stove downstairs, wash by hand, and have our outdoor security light turned off." **WORK:** "The lights are out and I don't use a fan." **SUGGESTION:** "We could turn out the lights in the foreman's parking lot."

MERL KEESLER, foreman in General Purpose Motor, Taylor Street: "At home, we've cut off the heat in the bedrooms, don't leave lights on. If asked to reduce more, I could disconnect my freezer since it's getting pretty low anyway." **WORK:** "At least 50 percent of our lighting is out. We're shutting off machinery more instead of letting it idle." **SUGGESTION:** "Everybody could make sure equipment is off more when pieces aren't being made. More lights in the parking lot could be out too."

RAY ZELL, operator and set up man at Specialty Transformer, Broadway: "I think the electric companies just want to raise their rates and figure that when they get people scared enough, then they'll be able to raise the rates easier. At home, I've



COLPITTS

bought a woodburning stove and also have a 4000 watt electric generator that runs on a gasoline engine in case I need it."

JOAN JACKSON, office machine operator at Specialty Motor Department 4-6: "At home, I turn the heat down during the day and when I go to bed. I don't use as many electric appliances. If asked to use less electricity, I would turn my heat down to 65." **WORK:** "We're turning machines off when we're not using them. The lights in the restrooms are off and we're trying to use the light from the windows more." **SUGGESTION:** "We could turn the electric clocks off."

Finance manager of Division says slower growth, inflation cut into benefits of profit

Recently, the General Electric Company announced its corporate profit results for 1977. Contributing to the earnings improvement was a sales increase as the economy gained strength and a vigorous program aimed at achieving better cost-price relationships and productivity.

According to John Fink, Division Finance Manager, the Accounting Components Business Division's operations for 1977 were not dissimilar to the rest of the company.

ACBD markets were strong due to higher housing starts and a better than average air conditioning season. Sales improvement plus stress on productivity contributed to a successful 1977.

Substantial investments were made in 1977 to cope with environmental problems and productivity improvements. The latter segment of investments, which were financed by profits, were necessary to compete effectively with competitors located in the South with substantially lower wage rates. Continued productivity gains will generate earnings to finance further reinvestment allowing the Division to compete despite its wage disadvantage.

Mr. Fink stated that 1978, although estimated to be a good year, is expected to have a slowdown in growth rate from 1977. The slowdown together with an anticipated increase in inflationary rate will put added pressure on cost control and productivity benefits from 1977 reinvestments and planned reinvestments in 1978.

Rep. Quayle schedules visit to local plant

U.S. Congressman Dan Quayle is scheduled to visit General Electric's Fort Wayne locations today.

Included in Congressman Quayle's itinerary is a tour of the General Purpose Motor Department's Broadway Street facilities and meetings with managers to discuss, among other things, the effect of the coal shortages on plant operations.

A previous visit by the local representative was cancelled because of the weather.

INSIDE:

Somebody's monitoring the air we breathe—Page 2



DON MOHRMAN, manager of environmental, OSHA and energy resources and medical director **Dr. J.A. Chase** helped devise, implement and evaluate programs to protect the environment and to ensure a safe work place.



TESTS being conducted here by industrial hygiene specialist Mike Heminger an oven operator in Building 19-1 Sam Blough are administered on a routine basis. The tests measure the potential concentrations of carbon monoxide and are just a few of many monitoring programs in use.

Somebody's monitoring the air we breathe, the noise we hear, chemicals we may touch

An advanced new Health and Safety Record Keeping System (HSR) has begun in Fort Wayne to keep track of hundreds and thousands of bits of environmental and biological data so that the best possible medical service will continue to be available to employees.

HSR, as it is becoming known, began being implemented last week at Winter Street, where demographic information from payroll records of all exempt, nonexempt and hourly employees was collected.

Getting this data together is the first step in building an information retrieval system for all employees and will eventually include all 14 Appliance Components Business Division plant locations.

Other information to be put in the system being started at Winter Street will come from indus-

trial hygiene surveys and special studies which continuously review manufacturing processes and materials to ensure that employees work in a safe environment.

Hidden benefit to employees—costly to GE

"We've been conducting industrial hygiene surveys at our plant locations for at least 40 years and we are out in front of industry in general and ahead of the OSHA (Occupational Safety and Health Act) requirements," said Dr. J.A. Chase, medical director for General Electric here. "However, the work environment is very dynamic and change occurs at an astounding rate. Each day we

learn more and more about the effects of working in an industrial environment. HSR is a way we can keep ahead of the changes that occur."

In the medical monitoring system, atmospheric measurements for the environment and biological tests for employees are conducted on a programmed basis. Depending on the job, these biological tests range from a single, routine procedure up to and including a complete physical examination.

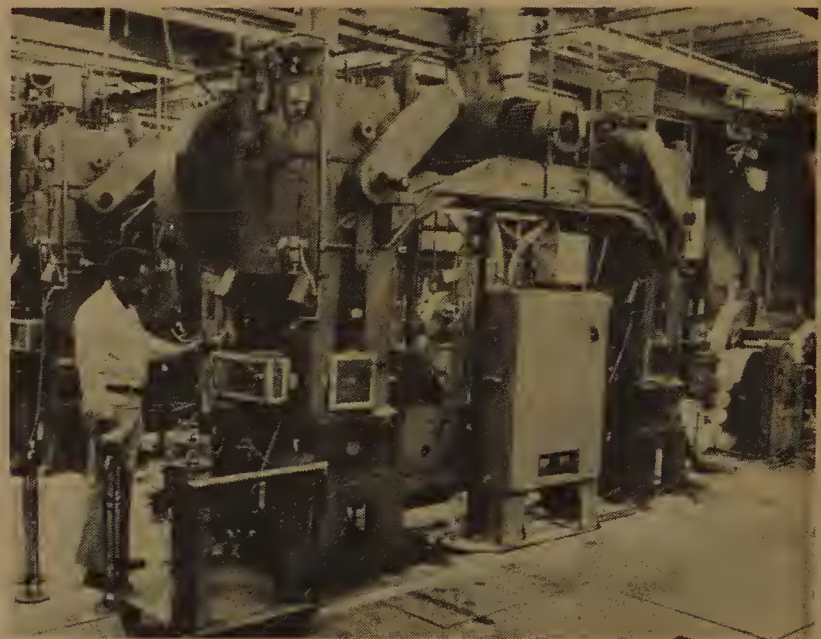
The HSR will improve the monitoring system by implementing an information retrieval system currently under development.

The system, expected to cost more than \$500,000 each year to operate, is just a part of what General Electric does for employee health and safety. Chase noted, "Our systems are believed to be more advanced (and more costly) than those of many ACBD competitors."

According to Don Mohrman, manager of environmental, OSHA and energy resource operations, "Developing, selecting and implementing the most effective and efficient environmental control and safety systems that will satisfy the needs not only today but in the future require comprehensive and exhaustive studies."

One of the ongoing problems to be overcome in health and safety is changing technology. One example is industrial noise control around punch presses. The technology has historically not been available to effectively control the sounds emitted from the heavy duty equipment.

"We started in 1973 with our research task force to study the problem. After much study, our group finally devised a solution which involves installing complete enclosures for all punch



PUNCH PRESS equipment such as that being manned by operator Tysan Porter (bottom photo) presents a particularly difficult challenge to control noise levels. After extensive study, a total enclosure system (top photo) was determined to provide the best solution.

presses," Mohrman said.

Expenditures to reduce noise levels in punch press areas alone, not to mention the cost of attacking other noise-related problems, are expected to exceed \$750,000 by project completion time later this year.

"The solutions to this environ-

mental problem and others are almost always expensive and they add to the cost of manufacturing operations, often without improving productivity or increasing product utility. In spite, General Electric takes the position that they are necessary," Mohrman said.

General Electric News

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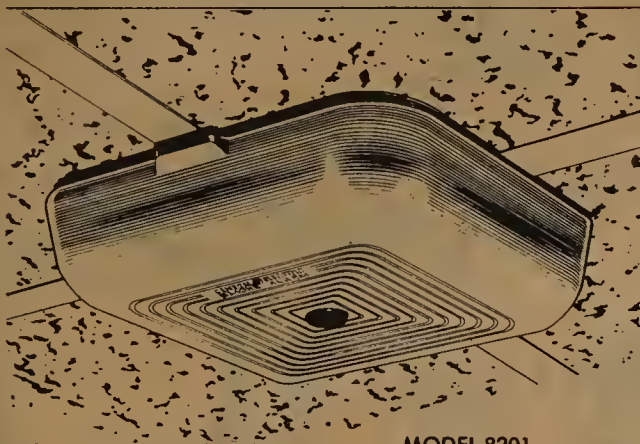
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SMOKE ALARM**

- Sounds alarm for early warning of fire.
- If fire broke out in your home tonight, would you get your family out in time?
- The early warning system that can help save your family's lives.

(Battery Powered)

**Employee Price \$21.86
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\$16.86**



3-5871

**40-Channel Mobile CB
Base Station**

Built-in AC/DC Power fits home, car, trailer or mobile home. Handsome cabinetry and fully lighted instrument panel for greater user versatility.

**Sale Price \$172.48
Rebate \$ 10.00
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3-5825

**40-Channel CB Transceiver
features**

80 Channel SSB/40 Channel AM. Allows user to Receive and Transmit 80 SSB Channels or 40 AM CB channels for greater versatility. Clarifier Control assures fine tuning on receiver frequency.

**Sale Price \$195.98
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Mobile CB Transceiver

Compact 40 Channel Citizens Band Two-Way Radio with digital 8mm LED Channel read-out and "Red Filter" to reduce bright light washout.

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Rebate \$10.00
Courtesy Discount \$10.00**

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\$54.98**



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**Spray, Steam and Dry Iron
F210WH**

No. 1 in steam life, based on hard water laboratory tests of all leading self-cleaning brands.

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\$31.29



**Coffee
Corner[®]
Drip
Coffeemaker**

Exclusive Brew Control Dispenser,
brews 2 - 10 cups

DCM20

\$2 REBATE

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**The Looking Glass[®] Lighted
Beauty Mirror IM-5**

Rich tortoise brown colored frame, dual mirrors, (2) 25 watt bulbs included.

\$3 REBATE

\$18.39



**Touch 'n Curl IV[®]
Mist Curler
CS-4**

Curl control center, jumbo roller comb; wave comb attachment

\$5 REBATE



**toast 'n broil
TOAST-R-OVEN[®]
toaster
T26**

Separate broil setting
for convenient broiling
Automatic 4-slice toaster

\$37.85

\$2 REBATE

\$16.19

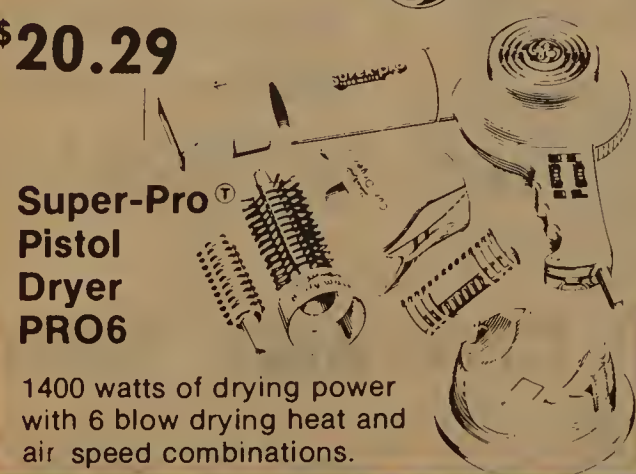


**Variable
Speed
Portable
Mixer M74**

Extra power feature

\$3 REBATE

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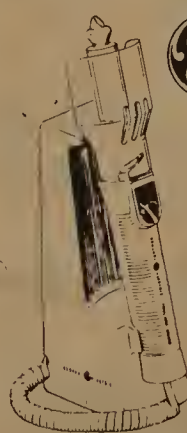


**Super-Pro[®]
Pistol
Dryer
PRO6**

1400 watts of drying power
with 6 blow drying heat and
air speed combinations.

\$2 REBATE

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**Peeling Wand[®]
Electric
Peeler
EP-1**

Makes peeling fruits and vegetables
less of a chore. Can be used
under running water.

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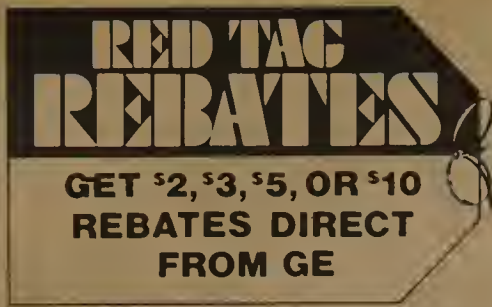
**Home
Sentry[®]
Security
Light
8350**

Lights automatically
when power goes out

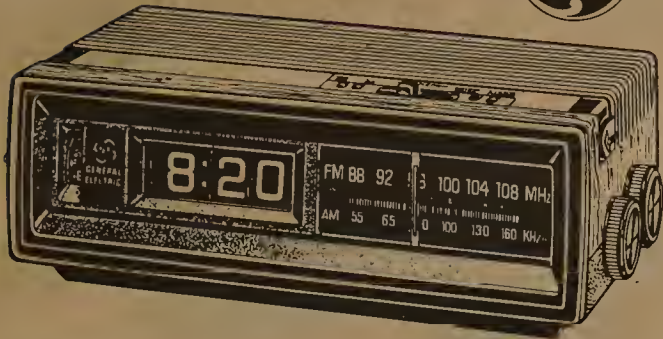
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1030 SWINNEY

11 - 5:30 WEEKDAYS



7-20362

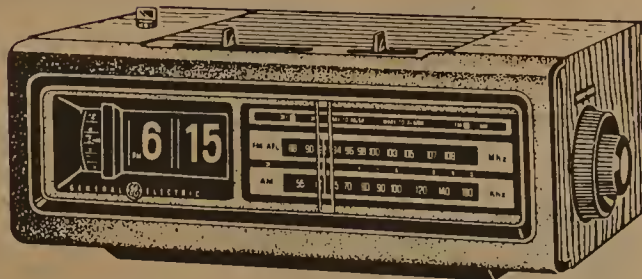


7-4305

FM/AM Digital Clock Radio

\$22.98

PLUS the Red Tag Rebate direct from GE.

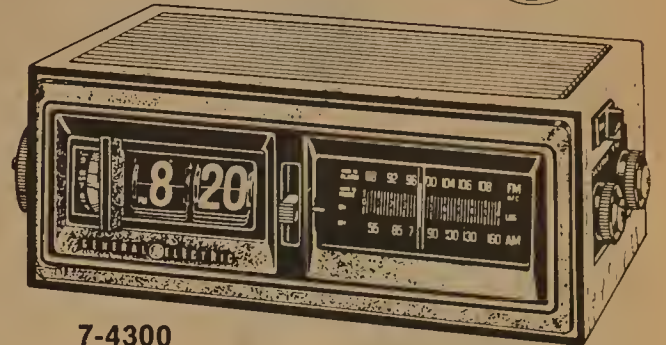


7-4310

FM/AM Digital Clock Radio with Sleep Switch

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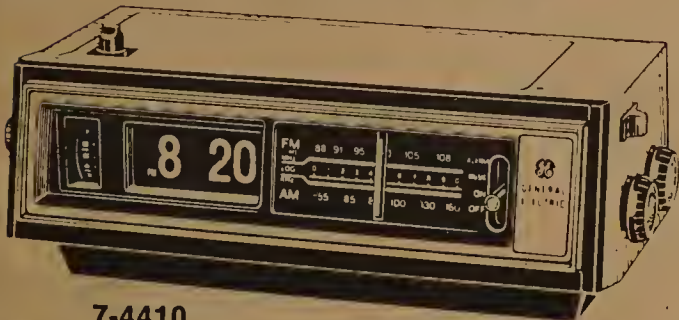


7-4300

Compact FM/AM Digital Clock Radio

\$23.99

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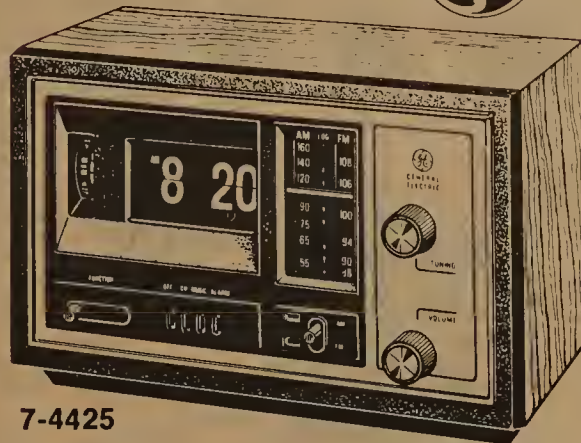


7-4410

FM/AM Digital Clock Radio with Sleep Switch

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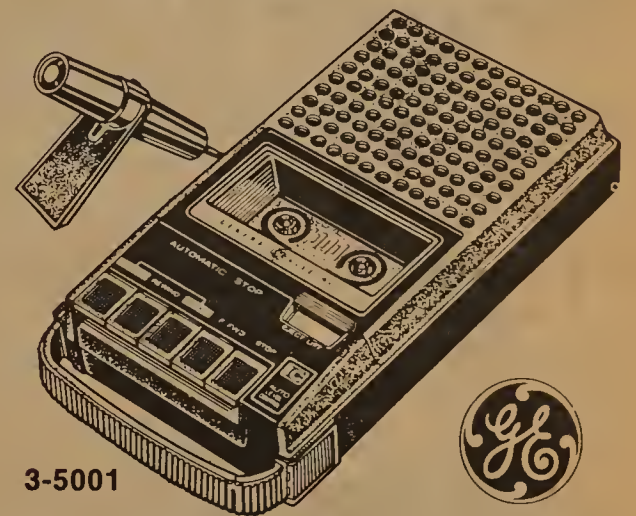


7-4425

FM/AM Digital Clock Radio

\$22.99

PLUS the Red Tag Rebate direct from GE.

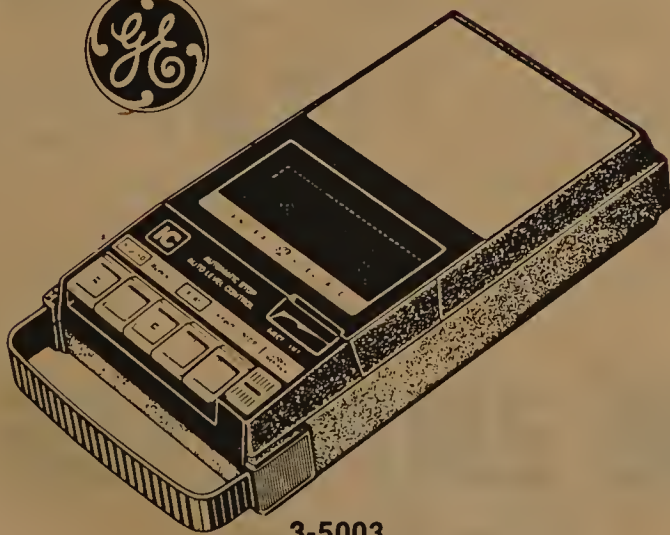


3-5001

DC Cassette Recorder with Automatic Tape Shut-off

\$21.49

PLUS the Red Tag Rebate direct from GE.



3-5003

Pushbutton DC Cassette Recorder with Built-in Condenser Mike and Automatic End-of-Tape Shutoff

\$22.99

PLUS the Red Tag Rebate direct from GE.



RED TAG REBATES

GET \$2, \$3, \$5, OR \$10
REBATES DIRECT
FROM GE

\$3

RED TAG REBATES



3-5506

"BLASTER II" Portable
8-Track Tape Player

\$34.49

PLUS the
Red Tag Rebate
direct from GE.

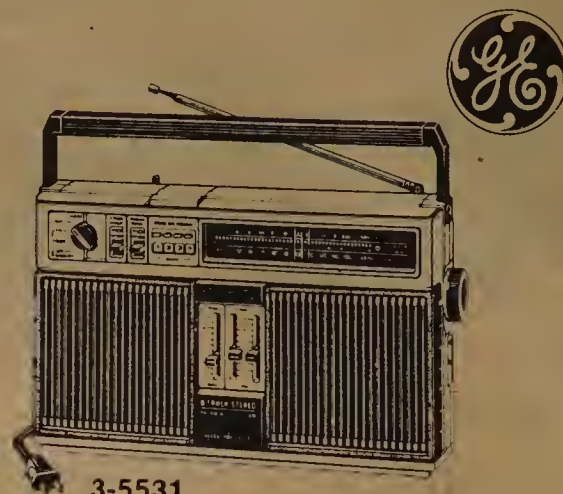


3-5507

"LOUDMOUTH II"
FM/AM Radio and 8-Track
Tape Player

\$44.49

PLUS the
Red Tag Rebate
direct from GE.



3-5531

8-Track Stereo Tape Player
with FM/AM/FM Stereo
Radio

\$79.98

PLUS the
Red Tag Rebate
direct from GE.



3-5330

MICRO II
Cassette Recorder

\$49.59

PLUS the
Red Tag Rebate
direct from GE.



3-5332

"MICRO II" Cassette
Recorder

\$45.98

PLUS the
Red Tag Rebate
direct from GE.



3-5970

2-Channel
Hand Held
CB Transceiver

\$19.59

PLUS the
Red Tag Rebate
direct from GE.



3-5975

3-Channel
Hand Held
CB Transceiver

\$34.49

PLUS the
Red Tag Rebate
direct from GE.

THE EMPLOYEE STORE

1030 SWINNEY

11 - 5:30 WEEKDAYS

**Hurry in today
before rebate ends!**



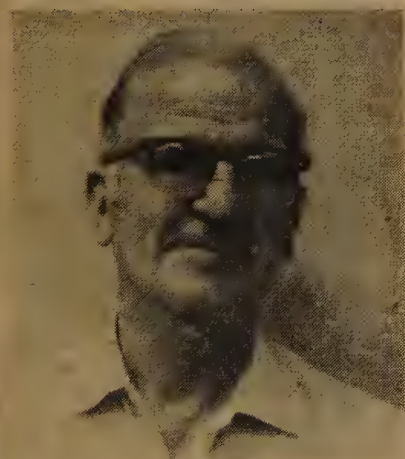
PAUL STEMMLER

Lifesaving knowledge put to valuable use

When an emergency arises unexpectedly, it is good to know that someone is around who can be counted on for help.

An outstanding "that someone" at General Electric is Paul Stemmler, who was recently honored by the National Red Cross and is quickly becoming known as "Mr. Safety" at GE.

Paul's award, which was pre-



40 YEARS of service has been reached by Mirwaad "Bud" Dunlap, Appliance Components Support Operation mold and die maker.

sented to him at a Red Cross reception, is for 500 hours of volunteer service to the local first aid society. In addition, the 37-year GE veteran and plant protection officer, earned a special service medal for completing the 500 hours in a shorter amount of time than most.

What makes Stemmler an outstanding Red Cross volunteer isn't just awards or the fact that the chapter regularly receives letters from people who are thankful for what Paul has done for them. It is probably that Stemmler is channeling his enthusiasm for emergency care by teaching others what he himself has learned.

Paul is authorized to instruct multi-media standard first aid; lecture class discussion standard first aid and personal safety; advanced first aid and emergency care; and cardio-pulmonary resuscitation—basic life support.

About 800 students have been taught by Stemmler in the last six years, including many GE people, police officers, firemen and

others from all walks of life who, for whatever reason, now share some of Paul's lifesaving knowledge.

Like many Red Cross volunteers, Paul is stimulated to instruct by a personal incident that happened many years ago to his daughter Sharon when she was five years old. Although Sharon died of leukemia several years ago, Paul says he will never forget the frantic day when little Sharon had a lifesaver caught in her throat and almost suffocated before Paul turned her upside down to get it out.

"I realized that people run into that type situation all the time, and oftentimes all they can do is stand around not knowing what to do," said Paul.

Paul took his first course in 1941 at GE because everyone in the test department where he worked was required to have an artificial respiration training course every six months when they worked around electricity.

"Some people still begin the course I teach only because their jobs require it. But once they become involved, most of those who were forced to take it come up later and say how glad they are for what they learned. I contend that anyone who takes a first aid course becomes a safer person to work with, play with or just becomes a better driver on the streets and highways."

Stemmler is presently teaching a 54-hour advanced course at Adam's Township Fire Station Number 3 and will be starting another March 18, with co-instructor Dave Thomas.

Those interested in taking courses should contact the local Red Cross office to sign up.

"In my opinion I can't do anything more worthwhile for a person's life. My pay is when one of my students comes back and tells me he has been able to help somebody with the training he has learned. This is what it's all about. And I'm a little selfish about it too—because I just hope one of them is around the day the one who's calling for help is me," Paul said.

ALLEY CHAT By Connie Houser

EXTRA! EXTRA! READ ALL ABOUT IT...The Small Motor League is proud to announce that a new season record has been set. That's right, Jim Weiks took the commanding role of top bowler of the week with a fantastic 670 series. Jim tallied scores of 244, 214, and 212. And to top that off, his 244 game was second high game of the week as well.

Four other bowlers did some fancy footwork, and netted 600's to give the men a grand total of five for the week.

Second place was captured by Jim King of the Hermetic League with a solid 626 series with two good scores of 231, and 214. The Adam & Eve League is happy to see Bon Clawson take third place with a 615 series including a fine 231 game. Elmer Asbell of the Friday Nite Taylor St. League is all smiles with his 605 series for fourth. Why so happy?...Well, Elmer won his rank with a super 256 game for first place in the race for high game of the week for the men. He also rolled a sound 210. Fourth place was held by Terry Dorman of the Wednesday Owl League when he gave the pins-a-spin for a 604 series including a nice 224 game.

Third high game rolled at the club this week ended in a three way tie for Dave Uncapher, Hermetic; Dick Meese, Wednesday Owl; and Mike Jinks, First Brethren Mixed. They all bagged resounding 243s. Jay Miller of the Wednesday Owl claimed fourth place with a 241. Nice going.

Other remarkable scores were turned in by: Don Lambert, 236; Charlie Cochren, Tom Biddle, and Stan Reidenbach, 225s; and John Turner, 221.

More fine games were reported by: Milt Marks, and Skeets Lahrman, 219s; Dan Conners, and Mike Grable, 216s; Jake Gongaware, 215; Red Dillon, and Don Bell, 214s; Walt Rysiawa, and Jim Rieger, 213s; Ed Fischer, 212; and Bill Daugherty, 211.

The women were at their best, too, and grabbed the headlines with three 500-or-better series.

Shelby Johnson of the Tuesday Afternoon Ladies led the way with a fine 528 series including a 180 game.

Justine Coudret of the Adam & Eve League clinched second with a 509 including a 195, and 180. Justine's 195 tied for high game of the week with a colleague from her league, Irma Sinninger.

Joan Crum was close behind with a 191, and 185, but didn't catch her friends' 195. She did catch the third 500 series right on the nose, though.

More fine results were turned in by: Ruth Smith, 194; Winnie Dillon, 190; Betty Sheets, 185; Ann Hike, 184; Julie Householder, and Kay Thomas, 181s; and Cheryl Remmert, 180.

The Junior League had a star performer when Patty Franklin staged a 503 series for the girls. Keep up the good work.

Bulletin: Events cancelled

As a result of the electricity curtailment activities requiring the full lighting in the GE Club Gymnasium, 1030 Swinney St., have been suspended until further notice.

Scheduled events that this affects include: men's basketball, men's volleyball league, table tennis, women's volleyball, square dancing, pensioner's euchre, pensioner's potluck, club bingo, Elex Club functions and gym rentals.



THE PRO-AM TOURNEY for children ages 10-18 (amateurs) and adults who are either parents of the child or sanctioned ABC bowlers (pros) is now being set up at the GE Club. Pick up entry blanks at the club or call Ext. 2042. Trophies awarded. Proceeds benefit the Junior League bowlers. Starts Saturday, March 4 and continues on March 11 and 18. Don Gilbert, of Area Services and his son, Dan, are shown above.

SCOREBOARD By Pat Ebetino

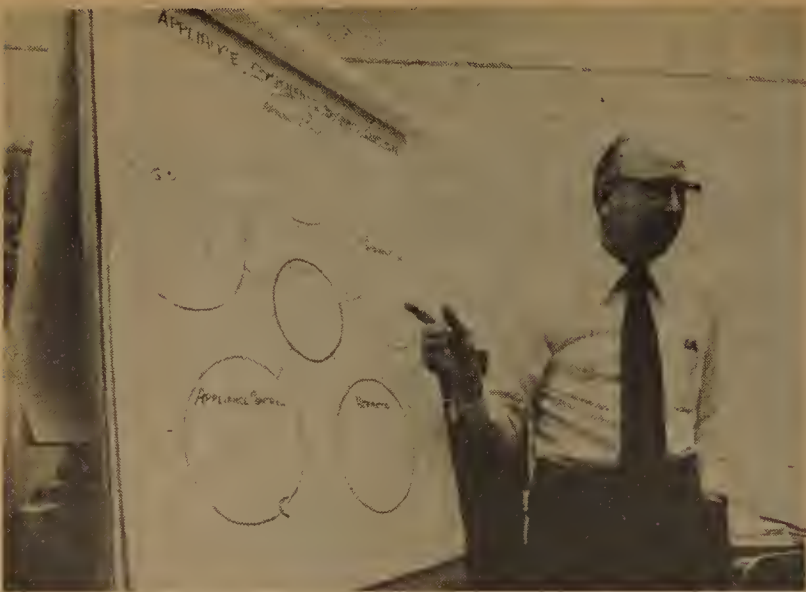
GE basketball is winding down fast, and the league leading Superstars continued on their winning ways by posting a pair of victories this past week. The Stars began by polishing off Heaven Help Us 84-59. In the contest, the Stars had a well-balanced scoring attack with Jim Whitt, Bernie Ebetino, and Leon Smith all scoring 18 and James Moore with 17. Tennyson Williams took game honors with 19 for HHU while Milan Bendik contributed 10.

The Stars then had a tough game with Wire Mill which was close throughout. The Mill broke on top early and lead for more than half the contest. The Stars finally took the lead for good in the third period and held on to win 70-59. Jim Whitt again had the hot hand for the Stars with 26, James Moore helped out with 18 and John Turner added 16. Sparky Wallace led the Mill with 22 and Dick Baughman chipped in 13.

In other action, the Mill posted a 77-56 win over Taylor Street. The Mill was paced by Mike Bird's 17. Ron Gerber and Sparky Wallace each netted 16 while Dick Baughman added 14. Taylor Street was led by Bruce Miller with 16. Rick Stoller had 14 and Larry Sordlett added 12.

The Shooters out shot Broadway Grill 59-41. Barry Light took game honors for the Shooters with 20 while Jack Starwalt connected for 11 and Mike Towe added 10. For the Grill it was Frank Boersema leading the way with 13.

Decatur then out-dueled Heaven Help Us 75-50. Four men for Decatur hit double figures: Tim Irwin, 21; Steve McBride, 19; Duane Braun, and Greg Koons, 13 each. Tennyson Williams led HHU with 16 while Jim Brown canned 13.



A CHART showing the four product departments served by the Appliance Components Support Operation was used as part of a recent series of informative meetings by Don Clark, manager of tool manufacturing in the Lamination Dies and Mold area on 19-4.



DURING the session, eight employees at a time heard business briefings. They are: Don Clark, (instructor), Dennis Heedlee, Lynn Werling, Martin Hegefelf, Charlie Bennett, Lorry Brothers, Mike Fultz and Jim Schmitt.

In Memory

PAUL J. MASSON, 1202 Capitol, died October 30, 1977. He retired in 1967 from Building 4-4 where he was a borematic operator.

MILLIE SCHERRER, died January 30. She retired in 1947 from Building 4-2.

FRANK J. NOLL, 2106 Meridian Street, died February 8, 1978. He retired in 1954 from Building 4-2 where he was a grinding-cylindric worker.

MARTHA BRENDLE, 7315 Hickory Creek Drive, Ft. Wayne, died February 13. She retired in 1969 from GPM, Wire Mill, TS, where she was a general clerk.

ROBERT ENGEL, 1522 McKinnie Avenue, Ft. Wayne, died February 13. He retired in 1968 from 17-2.

EARL MARSH, 721 Woodview Blvd., Ft. Wayne, died February 16. He retired from Taylor Street in 1971.

Craftsmen discuss business challenges

About 100 craftsmen in the Lamination Dies and Mold area of the Advanced Manufacturing Development Operation have been participating in involvement sessions.

After reviewing the structure of the company in relation to the product departments they serve, the craftsmen talked about how the business fared in 1977 and what to expect in 1978.

Don Clark, manager of tool manufacturing said, "We did well in 1977—improved our promises kept record, maintained good productivity and identified the need to reduce spoilage costs."

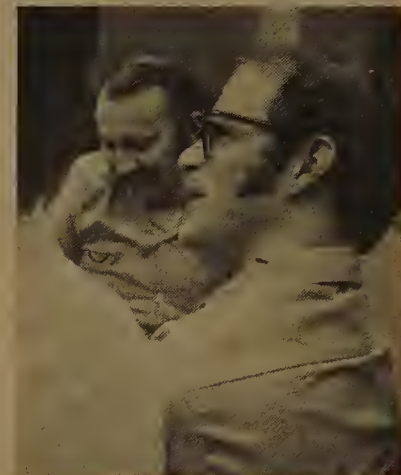
Clark, who has conducted the sessions for the past several years, said the goals for 1978 include: reducing the delivery cycle time, reducing spoilage

costs, and improving the record of actual to quoted hours spent on job orders.

Questions were asked during the sessions. One question was: "What are we doing to get more tool orders?" Clark replied that "liason representatives are contacting the product departments to place their orders now rather than waiting until later in the year as they often do."

Another question asked was: "How are our prices compared with outside shops?" Clark said they are trying to make prices more competitive through productivity, reducing the number of hours it takes to do a job and trying to improve the delivery time. He said quality, which is also a consideration of price, compares favorably with the outside job shops.

Asked why the sessions were being conducted, Clark explained, "I find that there is more inward commitment to the job when the craftsmen are informed of the problems that face their business."



CRAFTSMEN like Mike Fultz (front) and Lorry Brothers (background) asked questions during a recent informative meeting in the Lamination Dies and Mold areas of the plant.

March Elex Calendar

1 — Executive Board Meeting (Second and Third shift members) 1 p.m. GE Club Trophy Room.

6 — Partizan Chapter Board Meeting, 11:30 a.m., Lucky Steer Restaurant, 2012 Getz Road.

8 — Pen El Chapter Board Meeting, 11 a.m. and social meeting at 12 noon; Bethany Presbyterian Church Hall, 1616 West Main St.

13 — Elex Club supper and program by Ralph Taylor — "Faith Chalk Presentation"—Lester's Party Room, 1502 Bluffton Rd.; baked ham supper served from 5 to 5:45 p.m. Elex members tickets \$3.10, guest tickets \$3.60. Attendance prizes. Reservation deadline Tuesday, March 7.

15 — El-Par Chapter Installation Banquet, 12 noon, Al's Restaurant, 2519 Lower Huntington Road.

16 — Elex Club luncheon and program, "Button World of Amy Howell", Lester's Party Room, 1502 Bluffton Road; boneless chicken breast luncheon at 11:30 a.m. — Elex members tickets \$3.50 and Guest tickets \$4.00. Reservation deadline Thursday, March 9th.

20 — Elex Executive Committee Meeting — 4:45 p.m., Elex Club Office, Building 18-3, Rm. 311.

21 — Partizan Chapter Social, 12:30 p.m., Salem United Church of Christ Hall, 2401 Lake Avenue.

22 — El-Par Chapter Board Meeting, 9:30 a.m., Salem United Church of Christ Hall, 2401 Lake Avenue.

27 — Honor-ettes Social Meeting — Salem United Church of Christ Hall, 2401 Lake Avenue, 1 p.m.

Cafeteria

Sweetheart Valentine Candy Winners

Charles Louer, Sec. 13, Bldg. 4-1; Lee Theisen, Division, 18-2; Edward E. Edward, SMD, 4-6; Ron Wehnert, SMD, 4-6.



'WHAT'LL IT BE?

GE cafeterias featuring...

MONDAY, FEBRUARY 27—homemade chicken noodle soup, Italian beef steak, chicken and noodles. **SPECIAL:** Grilled ham and cheese sandwich and loyer coke. **TUESDAY, FEBRUARY 28**—homemade beef rice soup, roast pork, chili moc. **SPECIAL:** Hot cobbler. **WEDNESDAY, MARCH 1**—homemade navy bean soup, vegetable Swiss steak, ham and potato omelette. **SPECIAL:** Mexican Fiesta Plote. **THURSDAY, MARCH 2**—homemade chicken vegetable soup, hot turkey sandwich, beef and noodles. **SPECIAL:** Bowl of soup and grilled bologno sandwich. **\$.95. FRIDAY, MARCH 3**—homemade beef gumbo soup, baked ham, macaroni and cheese, fried fish. **AVAILABLE DAILY:** grilled and fried sandwiches, assorted sodas and desserts, vegetables, french fries, and whipped potatoes. Fish also available daily through lent.

*ADLETS

FOR SALE

DINETTE, 6 chairs; 2 rooms of carpet. 483-4396.
2 WOOD STOVES, new Shanandoah Airtight, \$190. & \$330. 627-5128.
'61 INTERNATIONAL METRO Step Van, good cond. 745-5086.
TRUCK CAP for half or three-quarter ton pickup; 1 large wooden desk. 747-2838.
MEN's back pack boots, Dunham, like new, 7 med. 446-4462.
8 TRACK car tape player, \$35. 672-2249.
RIMS (Vega) good cond., cheap. 432-0993.
BOAR mixed hamp & york. 281-2346.
13" CRAGERS (4) like new, 2 B50x13 tires, \$250 or offer. 639-3119.
22' TRI-AXLE trailer, load ramp, extras. 424-7751.
'74 KAW, 3 cyl, 400 CC, 7300 mi, good cond., \$375. 432-6920.
BRASS BIRD CAGE, round w/ full moon stand, \$10. 447-9109.
TIRES, 10x15; 5 Goodyr tracker AIT's like new, \$200. 639-3769.
'73 PONT., AT, TLT WHL, PS, PB, AIR, R. WIND DEF., CRS CONTROL. 461-4581.
2 CORVAIRS, will run, good cond. 356-6392.
FORD GAL., 4-dr, air, PS, PB, blue, \$700. 745-2002.
'72 DATSUN TRK, good tires, runs good, box on bed, \$1295. 489-3704.
'74 YAMAHA 125 Enduro, very good cond, low mi. 639-3418.
WASHER, not running, 1st \$30 for parts, motor good. 430-7761.
'71 MALIBU, runs good, mtd tires, needs body work, good trans. 447-4288.
'69 BSA 250 CC, needs work. 745-1347.

14 lb. BOWLING BALL, \$7. 485-2522.
'72 NOVA 4 dr hdp, air, radials, blue, good cond, 70,000 mi. 744-9794.
MEN's top coats, suits, sz 40, ex. cond. 456-4851.
'77 CHEVY VAN, 350, 4 bl, PS, PB, 1/2 ton, \$4500. 723-5438.
'73 CHEVELLE SS 350 auto, PS, PB, TLT WHL. 747-7710.
'72 SNOWMOBILE 440 Artic Panther, good cond., \$550. 632-3974.
'74 BLAZER 4x4, ex. cond., air, cruise, auto, AM-FM, more, \$1500. 488-2677.
'73 PLY WAGON V-8, air, PS, PB, \$1600. 622-7359.
FIREWOOD, \$30 a rank, delivered. 724-3099.
'73 VW BEETLE, good cond, \$1400. 483-7529.

WANTED

LIONEL & AMERICAN Flyer trains, any cond. 724-8011.
MUSTANG dog house for '67 or '68. 637-3279.
STATIONARY EXERCISER BIKE, good cond., 440-3483.
BOTTLE GAS TANK for camper. 594-2506.
PING PONG TABLE. 485-8866.
ROTOTILLER, any make, in working cond or not. 493-2486.
BUNK BEDS. 489-6073.
LIVE IN HSEKPR., companion for elderly lady, plstn hse on bus line. 446-5085.

FREE

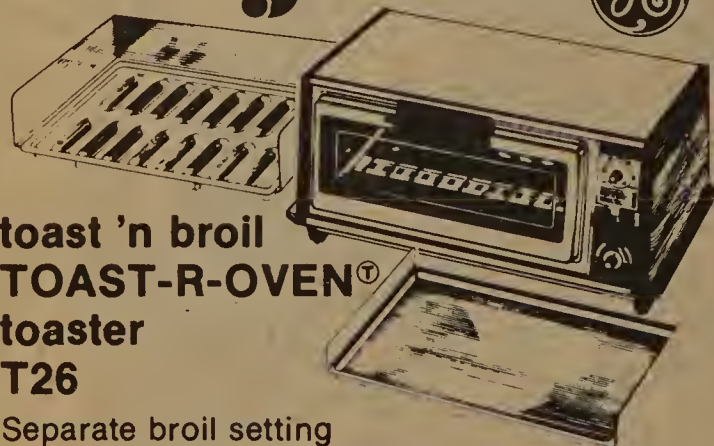
DOGS to good home. 447-9928.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

<p>For Sale *</p> <p>Wanted</p> <p>For Rent *</p> <p>Free</p>	<p>Ride Wanted</p> <p>Riders Wanted</p> <p>Lost</p> <p>Found</p>
<p>(PLEASE PRINT NEATLY)</p>	
<p>Ads must be received only on this form by noon Monday for publication Friday. Submit only ONE per issue, using one letter or number per box on form. Please leave one box blank for each intended space between words. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.</p>	
<p>Name _____ City _____</p>	
<p>Address _____ Bldg. _____</p>	
<p>Home Phone _____</p>	
<p>* The item(s) referred to in this ad are in no way connected with any business venture.</p>	
<p>Signature _____</p>	

\$5 REBATE



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TOAST-R-OVEN®
toaster
T26

Separate broil setting
for convenient broiling
Automatic 4-slice toaster

Original Price \$37.85
Rebate \$5.00

YOUR COST
\$32.85

THE EMPLOYEE STORE

1030 Swinney St.

11-5:30 Weekdays

Diesels avert layoffs as curtailment grows

During the past week, 10 diesel-ueled generators have been in se at General Electric opera- tions to reduce dependence on public utilities during the contin- uing coal shortage in Indiana.

The generators began being put o use on Friday, February 24, when a 25 percent curtailment of electrical energy was imposed on all industrial concerns by Indiana



GENERATORS have been operat- ing at GE facilities here during the past week to reduce reliance on public utilities during the coal cri- sis.

and Michigan Electric Company when their coal supply reached the critical 40-day level.

Even with the \$670,000 in- vestment in the generators, some short-timing of employees here may still be necessary.

Because of the seriousness of the situation, energy consuming activities not directly related to business operations are being suspended. Earlier this week, bowling lanes at the GE Club were temporarily closed and other cutbacks were expected.

According to Bill Hall, I&M's manager of commercial and in- dustrial accounts, further cur- tailments on industry above the 25 percent level depend on the success of cutback and conserva- tion measures and expected rati- fication of the coal miner's dis- pute.

He told the GE News that, through the first two days of the imposed curtailment, I&M's Fort Wayne operating division achiev- ed a 22-23 percent conservation of electricity.

Hall stated, "I&M is grateful for what people are doing on a personal basis to conserve."

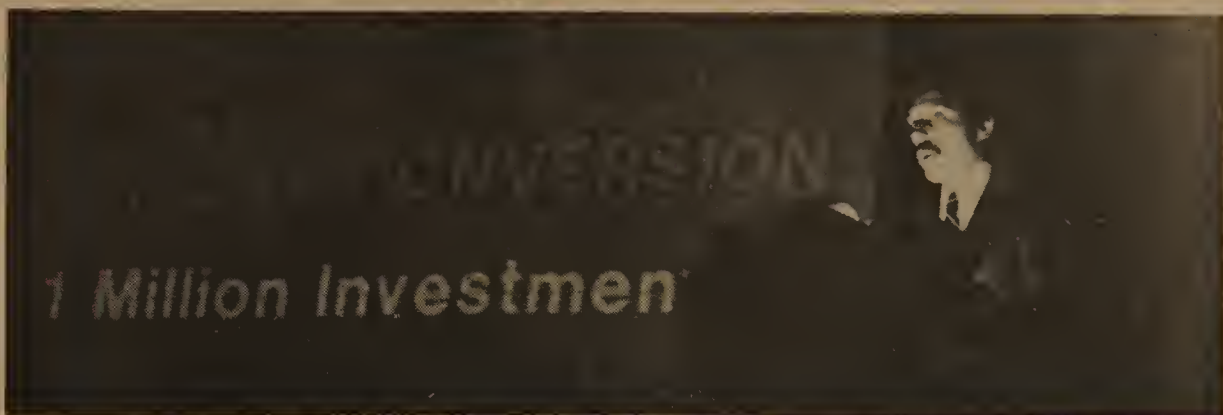
General Electric News

IN FORT WAYNE, INDIANA

MARCH 3, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 7



GENERAL MANAGER Bill Fenaglia recently addressed a Specialty Motor Department business review.

SMD expands business efforts

Specialty Motor Department General Manager Bill Fenoglio has announced a 1978 sales goal which is 18 percent above actual sales in 1977. This will mean, a- mong other challenges during the year ahead, increased emphasis on productivity improvement and cost reduction.

The goals, along with an as- sessment of business successes in

1977, were presented to salaried employees during an annual business review at the GE Club Gymnasium earlier this week. The Fort Wayne review culmi- nated a week of reviews at all SMD domestic locations.

The manager said technologi- cal leadership in product design and manufacturing engineering would be strengthened with con-

tinued leadership in high-effi- ciency design and expanding of the department's energy saver line of motors into the 29-frame area.

He specified material cost reduction programs in 1978 to include the continued RAM program; 51-frame case; 29- frame steel endshield; valox util- ization and GElube.

To achieve the productivity improvements, the general manager emphasized lower quality-costs, and implementing industrial flexible automation applications at SMD plants.

He said the department would be attempting to gain market share in some market areas and hold position in others.

Fenoglio said department people made 1977 "a year when planning and teamwork paid off. This same interaction and cooperation is an integral part of our long-range game plan."

Part of the presentation in- cluded a salute to General Electric's 100-year history and the role SMD has played in it.

During a portion of the pro- gram, the manager answered written questions submitted by employees and asked from the audience.

Concerning the electricity cur- tailment, he said conservation ef- forts are taking place; two diesel generators are being utilized to reduce power demands on public utilities; but cautioned that if conservation efforts above a 25 percent level are needed, short work weeks or layoffs are inevi- table.

When asked about expansion plans, Fenoglio commented that: 29-frame production would be increased in Tell City; demand for 39-frame motors is expected to exceed the capacity of both the Taylor Street and Springfield plants so that expansion alterna- tives are presently being consid- ered; and 51-frame capacity in- creases would most likely take place in Jonesboro.

Turn in medical expense claims before March 31

Claims for 1977 medical expenses covered by the General Electric Insurance Plan should be filed no later than March 31, which is just four weeks away.

That is the reminder made by Dick Szink, manager of the central insurance office at Winter Street where claims are filed each year. The claims come to Winter Street from among the more than 22,000 Division and Specialty Transformer em- ployees who could potentially receive help in paying for a broad range of medical ex- pense under the plan.

The plan provides that claims must be filed not later than 90 days after the end of the calendar year in which the expense occurs, hence, the March 31 deadline.

If the deadline can't be met, Szink said proof of claim should be filed as soon thereafter as is reasonably possible. "We are not going to deny anyone a chance to make a claim because of the deadline, but we urge people



to get their 1977 claims in soon to avoid any unneces- sary delay in getting their checks mailed out," he said.

To help employees save time and effort, the insurance office prepared the following list of general guidelines to follow in submitting medical claims:

1. Prepare your claim care-

fully following the instruc- tions attached to the claim form. (Ask your supervisor where forms can be obtained in your work location.)

2. Securely attach all bills, prescriptions, etc., to the claim form.

3. Be sure all eight ques- tions on the form have been answered fully.

4. Be certain to date and sign the form.

According to Szink, many people can save additional processing time by making another simple double- check—"Carefully examine the doctor's bills which you attach to the claim form to make sure the diagnosis (or type of illness) is listed with each doctor visit charge," he said. "That way you can a- void another common delay caused when our office per- sonnel have to contact the employee or his physician to fill in the missing diagnosis."

A sample bill that has the diagnosis filled in correctly is reproduced on this page. Ex- amples of the diagnosis sometimes missing from the doctor's bills are shown on the sample: gastritis, flu and anemia.

Most of the claims being turned in by March 31 will be "Type B" expenses. Type B expenses are defined in the employee benefits manual as "charges for doctor's ser- vices in a hospital, doctor's office, at home or elsewhere, registered graduate nurses care, diagnostic lab proced- ures and prescribed medi- cines (50 percent for certain psychiatric services)." The plan provides that 85 percent of such charges be paid after a calendar year deductible of \$50 per person, with a maxi- mum deductible of \$125 per family.

The insurance center man- Please turn to Page 2

A Sample Attending Physician Bill Containing Information Required Appears Below.

1. Full name of patient-not family head (separate bill for each patient)	SHARON M. JONES, M.D. 880 Electric Ave. Anytown		
2. Date of each treatment	PATIENT: Henry J. Smith		
3. Treatments for different ailments are shown separately, not grouped together	Date of Treatment	Services and Diagnosis	Charge
4. Diagnosis - not just professional service	September 3, 1975	Cons. - gastritis	\$ 20
	September 4, 1975	O.V. - gastritis	10
	September 12, 1975	O.V. - gastritis	10
	October 13, 1975	O.V. - Flu	10
	October 15, 1975	G.I. Series - (gastritis)	50
5. Type of X-Ray	November 3, 1975	O.V. - Anemia	10
	Total		\$110
	Patient Paid		\$ 25
	Balance		\$ 85

INSIDE:
Rep. Quayle tours
GPM Broadway -
See Page 2

POLITICS

Congressman Quayle tours GPM Broadway

U.S. Congressman Dan Quayle recently toured the manufacturing and office sections of the General Purpose Motor Broadway plant in Building 4 during a visit to General Electric.

Included in Congressman Quayle's itinerary was a series of meetings with department managers to discuss, among other things, the effects of the coal

shortage here.

During the tour, the Republican Fourth District Representative commented, "I've written three letters to President Carter to get him to take action on this coal crisis, and I know other people in Indiana are too, but nothing seems to get him (moving)."



DICK SEBOLD, QUAYLE, PENNY LARSEN, ANGIE TRENTADUE, DARWIN STOUT



CONGRESSMAN DAN QUAYLE



GLENNA KOCH



HOMER RAY, QUAYLE, DICK BAUMBAUER



BOB BOYCE

Medical claims

continued from Page 1

ager said that employees whose Type B expenses do not exceed \$50 per person or \$125 per family should not file claims since no benefits are due. However, Type B expenses incurred in the last quarter that don't meet the deductible minimum should be turned in with an employee's first '78 claims. "They should be turned in with 1978 claims," Szink said, because the insurance plan's 'Carry Over' provision allows the last quarter expenses that are under the minimum deductible, to be applied to the next year's claim."



MILDRED BURKETT

SCOREBOARD By Pat Ebetino

Stars top hoop league standings

Basketball league play ended this past week with two games being played. But, first, congratulations to the Superstars who are winners of this year's season play. Team members include Kurt Avery, Bernie Ebetino, Jim Gooden, James Moore, Leon Smith, John Turner, Jim Whitt and Les Woods. Season standings are as follows:

LEAGUE STANDINGS

1 - Superstars	14-0
2 - Wire Mill	11-3
3 - Decatur	10-4
4 - Shooters	7-7
5 - Heaven Help Us	7-7
6 - Taylor Street	6-8
7 - Broadway Grill	2-12
8 - Scheck's Old Timers	0-14

In the first of the final two contests of the season, Taylor Street downed Decatur 60-55. Tom Scott led the victors with 29 while Bruce Miller added 14. Decatur was paced by Duane Braun with 16. Mike Busse contributed 14 and Steve McBride chipped in 11.

In the season finale, the Broadway Grill out dueled Scheck's Old Timers 52-41. Charlie Richardson led the Grill with 16 and helping out with the offense was Willie Davenport with 10. For Scheck's, Jerry Mattix took game honors with 17, and Doug Minnick contributed 12.

Since tournament play is all set to begin, I would like to wish the best of luck to all teams involved.

GIVE BLOOD — 1 to 5:30 p.m., Tuesday, March 7 at the GE Club, 1030 Swinney St. Call Barbara Bugg, Ext. 3418, for an appointment today.



PREPARING for future sales engineering assignments was the purpose of a recent Components Sales Department Product and Applications Course completed by nine General Electric Technical Marketing Program trainees. Seated from left are: Kit Hinrichs, General Purpose Motor Department; and instructors for one of the sessions, Liz Rella and John Lutteringer from the Specialty Transformer Business Department. Standing from left are: Jeff Kapp, GPM; Tennyson Williams, Specialty Motor Department; John Bucher, SMD; Lee Finch, SMD; Steve Harper, CSD; and Dick Beard, CSD course instructor. Also completing the course, but not present for the picture, were: Tam Kaby, GPM; Howard Levine, SMD; and Doug Lahse, SMD.

ALLEY CHAT By Connie Houser

Six Junior League boys gave a great performance last week netting some of the best bowling scores ever. Jim Weihs was on top with a fantastic 595 series which included good games of 218, 217 and 160. GE Club's alley attendant, Kevin Senter staged a great act for second high series with a grand 586 including a 205, and two more fine scores of 193, and 188.

Third high series was rolled by Jeff Amstutz when he fancied a super 543 series including games of 196, 188, and 159. Tom McBride was proud of his 506 series for fourth place. Tom rolled fine scores of 194, 165, and 147. Eddie Leiman clinched fifth place with a good 409 series including scores of 146, 138, and 125. Rich Franklin was at his best, and hit a solid 200 game on the nose. Let's hear it for the juniors!

The Emmaus League jumped for joy when Dick Frede led the way for the men bagging high series of the week with a 657 series. Dick's top series included scores of 232, 214, and 211. The Jack & Jill League was all smiles to see Jake Gongaware roll a smooth 603 series for second place. Jake rolled a 206, 204, and 193 to win this honor.

High game of the week for the men was tallied by "Red" Dillion of the Friday Nite Taylor St. League when he hit a 245 game. Another fine score was turned in by Webb Kiefer of the Jack & Jill League when he set the pace with a 226.

The Monday Morning Ladies bowled two days last week. One extra day was a make up day due to bad weather. The wait was well worth it for Marion Steffen. Marion clinched high series of the week for the women with a great 523 series including games of 185, 175, and 163. The First Brethren Church Mixed League was proud of their secretary, Marcy Maldeney when she came in second place with a good 518 series. Third high series went to Elsie Oliver of the Monday Morning Ladies when she gave the pins-a-spin for a 510 with a good 180 game.

High game of the week for the women went to Connie Brewer of the Friday Nite Ladies League when she hit a great 209 game. Second place went to Pat Stoiber of the First Brethren Church Mixed League when she hit a 204 score.

More good games were reported by: Ann Saylor, 196; Gayle Littlejohn, 190; and Emma Peterson, 180.

Dave Uncapher, coach of the Junior League is planning a Pro-Am tournament for the month of April. This will be a fun tournament for parents, and their children 10 years thru 18. One adult will bowl with one child for a chance at a trophy. If your child does not bowl in a league, you will be given a set average for the tourney so all GE employees and GE Club bowlers and their youngsters are eligible.

Club alleys temporarily close

Due to the energy crisis, the GE Club has suspended bowling to comply with the Public Service Commission's request for curtailments. This cancellation will remain in affect until further notice. For further information, please call the club, Ext. 2042.

General Electric News

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100 Years of Progress for People

RETIREMENT REFLECTIONS

Plans of pensioners take shape

ARNOLD CREED, 34 years' service **BEGAN 1943** Spray operator in the Transformer Department **RETIRED MARCH 1978** Stocker in the Specialty Transformer Business Department. **PLANS:** "Fish, work, garden."



EARL E. NORRIS, 36 years' service **BEGAN 1941** Operator of a treating tank **RETIRED MARCH 1978** Tester in the Specialty Transformer Business Department **PLANS:** "Play it by ear, help out at church."



HARRY M. GOLDEN, 37 years' service **BEGAN 1941** Mold compound in the Plastics Department **RETIRED MARCH 1978** Mochinist in the Appliance Components Support Operation **PLANS:** "Just play it by ear."



NELLIE M. SARLES, 16 years' service **BEGAN 1961** Insulator and wedger in the General Purpose Motor Department **RETIRED MARCH 1978** Coil injector in GPM **PLANS:** "Do some traveling and houseboating."



GERALD W. KUMMER, 36 years' service **BEGAN 1941** Mold compound in the Plastics Department **RETIRED MARCH 1978** Enameler in the Appliance Components Support Operation. **PLANS:** "See Florida, Minnesota and California."



JACK E. SEIGEL, 41 years' service **BEGAN 1936** Mochinist apprentice in Building 12 **RETIRED MARCH 1978** Designer in the Specialty Motor Department **PLANS:** "Florida in March, redo my stamp collection, some fishing, trip to California to see my sister."



ADRIAN F. LIBBING, 37 years' service **BEGAN 1940** Punch press operator in Building 17-2 **RETIRED MARCH 1978** Group leader in the tool room at General Purpose Motor



ROBERT W. SHUMAKER, 36 years' service **BEGAN 1941** Gouge and spiral worker in the Fractional Horsepower Plant **RETIRED MARCH 1978** Motor assembler in the General Purpose Motor Department **PLANS:** "Rest up then take a trip."

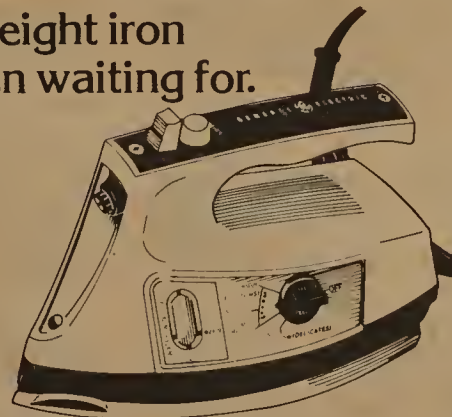


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No.1 in steam life



SELF CLEAN II
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General Electric News

IN FORT WAYNE, INDIANA

MARCH 10, 1978

GENERAL  ELECTRIC

VOLUME 60, NO. 8

\$2.9 million refund on way for eligible S&SP members

A \$2.9 million refund is on the way to over 25,000 eligible participants in the Savings and Security Program's insurance option. This is the seventh consecutive year in which participants have received refunds.

Those eligible for this year's refund will get an amount equal to 50 percent of their payroll deductions for S&SP insurance coverage in 1977.

The reason: favorable experience.

Refund checks will be received by those who made contributions for S&SP life insurance during 1977, provided they had payroll deductions for the Savings and Security Program in December, 1977, or otherwise were active S&SP participants with unbroken service in December.

Here's how S&SP life insurance coverage works: As an S&SP participant, you earmark one percent of your pay for the cost of the coverage. That amount is deducted from your pay along with the rest of your S&SP investment. You then receive a GE matching payment equal to half of your S&SP deductions up to the amount eligible for matching — 6

percent of earnings (7 percent for those who have received at least one payout). The matching payment is placed in one of the available Savings & Security Program options, as you instruct.

Here are examples of how you're covered when you choose S&SP life insurance.

If you are under 30 and die, your beneficiary will receive 60 percent of your last year's pay for 40 years. If your final year's pay was \$12,500 your beneficiary would receive \$7,500 a year for 40 years, or a total of \$300,000.

If you are 40-44 when you die your beneficiary will receive 45 percent of your final year's pay, your beneficiary would receive \$5,625 a year for 13 years, or a total of \$75,125. As the examples indicate, coverage goes downward as age climbs. There are eight categories of ages.

While eligible participants of 1977 will be receiving a refund because of favorable experience, it's important to note provisions of the S&SP Program relating to the insurance option. These point out that when the experience of the group is favorable, it is expected that either the duration or the amount of annual benefits, or both, would be increased, or the company may elect to have a partial refund of contributions made to participants enrolled for insurance coverage. If the experience is unfavorable, either the duration or amount of benefits or both would be decreased.

This article does not constitute an offer to sell or the solicitation of an offer to buy any securities offered by the program, or the solicitation of participation or a change in the method or degree of participation by anyone.



SUGGESTION AWARD winner Harold Waters holds a \$748 idea that involves a new and less time consuming way of removing varnish and high spots from stator bores. Harold, a 37 year employee, works in General Purpose Motor Department's repair and return area. With him is Chuck Weinhold, quality control engineer.

Boring idea anything but boring to \$748 winner

Harold Waters, who works in the General Purpose Motor repair and return area, has been awarded \$748 in the GPM Suggestion Program for a new idea for

boring stators.

Waters' idea is a new method for removing the varnish and high spots from the stator bores.

Several approaches had been

previously tried on this problem. One method was broaching, which too often resulted in stators being damaged beyond repair. Hand filling was also tried, al-

though it proved to be time consuming and expensive.

Waters' winning suggestion was to use an automobile cylinder grinder in an electric drill to perform the task.

When the suggestion was initially adopted, Waters received a check for \$15 and a promise to review the results.

"I knew the award was going to be a good one, eventually," so I stuck with it awhile longer," Waters said.

"The results proved to be far more successful than were originally anticipated, and Harold deserves to be commended for his persistence," said Bill Bunnett, GPM's suggestion director.

Asked what prompted the idea, Harold said it came to him as he was lending out a brake cylinder grinder. "I realized then, that the same idea might be used on the stator," he said.

The award, which Harold says he plans to bank for the future, was the tenth award for him dating back to 1975.

He estimates that the latest award reduces a 20 minute job to about 1 minute.

Chuck Weinhold, quality control engineer in repair and return, said the amount of the award was the largest in the area for several years.

Do you know what your benefits would cost if you bought them yourself?

If you went out to buy insurance coverage about equal to what is offered in the GE job package, you might be surprised to learn the going rates.

With this in mind, the GE News got the assistance of Charles Fletter, one of the newest GE employees in 1978.

Charles works on Line 1 in the Hermetic Motor Operation winding area in Building 17-3. He was a particularly willing test case because he already knew much of the value of his GE benefits, having sold insurance for two nationally advertised companies before starting at GE in January.

With his statistics as a base, insurance and pension benefits for the 35-year-old husband and father of two, not including many of the optional plans or disability coverages, were quoted by outside insurance agents this week to amount to \$2028.55.

That is the total in premiums Charles would be paying for insurance and pension he now has for about \$270 per year under the General Electric Insurance Plan.

The rates quoted by insurance agents over the phone break down this way:

Medical coverage for Charles, his wife, and two children (GE plan has \$50 deductible, quoted plan has \$200 deductible)

\$1288

Life insurance paid immediately to Charles' beneficiaries if he were to die by natural causes today (GE plan would pay \$23,162, quoted plan would pay about \$25,000)

\$94.50

Dependent life insurance (GE plan pays \$5000 for Charles' wife and \$1000 for each child, quoted plan pays \$5000 for his wife and \$2500 for his children)

\$46.55

Pension (based on current rate of pay GE plan would pay \$419 per month at age 62 in addition to social security, quoted plan would pay about \$500 per month)

\$600

TOTAL

\$2028.55

These comparisons do not include the benefits of personal accident insurance, savings and se-

Please turn to Page 4

INSIDE:

POP fills
job openings—
Page 2



CHARLES FLETTER

POP: Candidates find new jobs as opportunities continue

The following is a list of those individuals selected for positions in the Promotional Opportunity Program (POP). Job numbers missing have either already been listed in the GE News or will be as the position is filled.

POP postings of open positions through Level 9 are posted on special POP bulletin boards in many parts of the plant. The job openings are posted twice each week. They are put up by 11 a.m. on Tuesday and removed on Friday. Self-nomination forms for these jobs must be in the locked pick-up box by 9 a.m. on the Friday following the posting. A different set of jobs is posted by 11 a.m. on Friday and removed the following Tuesday. Self-nomination forms for these must be in the locked pick-up box by 9 a.m. on Tuesday.

Herewith, are the latest selections:

NUMBER	POSITION	CANDIDATE SELECTED
168	- ACSO foreman-plant facilities	— Gerald McHenney
169	- SMD drafting & requisition specialist	— Carolyn Schutt
170	- DIV Finance shift supv.-computer oprns	— Ronald Korte
172A	- DIV Finance graphic art & reproduction	— Kathleen Miller
175	- DIV Finance spec-data processing oprn	— Arlene Regenold
176A	- SMD general clerk	— Cancelled
177A	- SMD office machine operator comptr real time	— Cancelled
178A	- AC Adm secretary	— Mary Miller
179A	- ACSO general clerk	— Margie Guinn
180	- GPM spec-time stds & methods	— Cancelled
181	- DIV Finance specialist-computer programming	— Gregory Lyst
182A	- SMD keypunch operator	— Janice Mitchell
184A	- GPM general clerk	— Sharon Dammeier
185A	- GPM secretary	— Gloria Garver
186A	- GPM special edit & shipping clerk	— Leota Ware
187A	- SMD office mach opr comptr real time	— Dorothy Brumbaugh
188A	- SMD general clerk	— Sandra Wilson
189A	- GPM general clerk-timekeeping	— Carolyn Frederick
191A	- GPM reproduction & photographic clerk	— Darrell Resler
192A	- STBD clerk-personnel practices & adm.	— Sharon Bynum



FRANK AVILLA, supervising research engineer in the Applied Research and Development Laboratory, explained how stator windings are placed in a stator core to visiting students.

Leo students learn about engineering

General Electric was host last week to six Leo High School students as part of the company's participation in the National Society of Engineers observance of Engineering Week 1978.

The students, chosen from the math and science classes at Leo, spent the morning talking with GE engineers and touring various parts of the plant.

"The idea of the program, which was arranged for many high school students in the area with a number of firms, is to let the students see where the engineer works and give the students a chance to ask questions directly from the professionals," said Ed O'Hara, GE's manager of man-

power development.

Mrs. Carol Gross, head guidance counselor at the high school, said, "The students were so enthusiastic about the trip that their math teacher has already talked to me about the possibility of tying in what they saw with future class instruction."

TAX HELP

How to report your S&SP income to IRS:

What should you report on your income tax return as a result of payments received under General Electric's Savings & Security Program? The answer can be found on the Annual Tax and Information Statement you received shortly after the savings plans payout early in 1977.

"Don't use figures on the Statement you received this year," says Chauncey Miller, employee benefits manager here in Fort Wayne. "That one is for use when you file your 1978 return next year. Since you're filing a tax return on 1977 income right now, you should use the statement provided in 1977 that refers to the 1977 S&SP distribution."

"The 'Taxable Income' listed in the line along the bottom of your '1977 Tax Information Statement' is the amount to report on your income

tax return," says Miller.

He adds: "If, during the year, you sold GE stock or fund units acquired under S&SP, you should determine gain or loss by using the tax cost figure on the bottom line of the tax information statement of the year in which you received the securities. 'Tax Cost' figures on securities acquired under a plan such as S&SP are determined according to Internal Revenue Service regulations and reported to you on your Tax Information Statement."

POSSIBLE INCONVENIENCE

If you report the wrong figures for "Taxable Income" or "Tax Cost," IRS examiners may see a discrepancy between the amount you report and the figures furnished by GE. The problem of explaining the error may cause you inconvenience.

How to report your Stock Bonus payout on income tax returns:

If you received GE stock in the Savings and Stock Bonus Plan payout of 1977—that's the distribution of a year ago—they were a "bonus" for participating in the plan. They should be reported at market value as ordinary income on the federal income tax return you are probably now preparing.

What value should you use in reporting your "bonus" shares? GE benefits specialists indicate that you should use the average of the high and low prices of GE stock on the date the stock was received and then multiply this by the number of shares you received.

Here are the market values of GE stock on the five business days in 1977 following the mailing of "bonus" shares to homes of recipients. Your "Stock Bonus" probably arrived on one of these days:

January 4 — \$54.63; January 5 — \$53.69; January 6 — \$53.44; January 7 — \$53.38; January 10 — \$54.44; January 8 and 9 were Saturday and Sunday.

Most Stock Bonus Plan participants who

received a distribution of "stock bonus" shares also received a check for income and dividends accumulated on their shares during the holding period of the plan. This should be reported as ordinary income on tax returns being filed for 1977 income. The dividend exclusion provision of federal law does not apply to dividends accumulated during a holding period.

GE benefits specialists emphasize three things to remember about reporting the bonus in tax returns:

First — Remember, it's not the "payout" you recently received — (January, 1978) that's involved. It's the one of a year ago.

Second — Remember that, under the Stock Bonus Plan, Bonds are always purchased with your own payroll deduction money. Since that has already been taxed, the receipt of the bonds has no tax consequence if they are registered in your name.

Third — Remember that if you cashed U.S. Savings Bonds in 1977 there will be taxable interest income to report.



POTENTIAL engineers learned how radiation is used to show an energy spectrum of metals from Ladean Dick in the Applied Research and Development Laboratory.

GE lists January stock, fund prices

The General Electric "stock price" and the "fund unit price" to be used in the crediting of participants' accounts for the month of January under the Savings and Security Program are as follows: stock price — \$46.518; fund unit price — \$23.158.

The "stock price" is the average of the closing prices of GE stock on the New York Stock Exchange for each trading day of the calendar month.

The "fund unit price" is the average of the daily fund unit prices, determined for each trading day on the New York Stock Exchange in the calendar month by dividing the number of fund units into the net asset value of the fund.

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100 Years of Progress for People

NEWS NOTES

Cafeterias respond to electric cutback

To reduce electric consumption, cafeterias serving General Electric locations here have modified their service. Automatic dishwashers have been shut off in many cafeterias, with the use of paper utensils and washing service trays by hand. The deep fryer and grill have been reduced to minimum use, affecting menus for breakfast and lunch. The regular manual service hot line will remain in effect, however.

Florida pensioners get together again

General Electric pensioners who have settled in Florida or are vacationing there have been organizing get-togethers this winter. The GE Retirees Association, as it is called, meets on the third Wednesday of each month November-April. Ray Wilson (584-7496) is the contact in the St. Petersburg area while George Morris (934-1730) is the contact in the Holiday and New Port Richey area.

In February, pensioners had their annual reunion in Clearwater Beach with about 150 attending from many parts of the country.



'WHAT'LL IT BE?

GE cafeterias featuring...

MONDAY, MARCH 13 — homemade navy bean soup, polish sausage, baked beef hosh. **TUESDAY, MARCH 14** — homemade beef noodle soup, hot beef sandwich, creamed chicken on biscuit. **WEDNESDAY, MARCH 15** — homemade vegetable soup, Salisbury steak, beef and noodles. **SPECIAL:** Mexican Fiesta Plate. **THURSDAY, MARCH 16** — homemade lima bean soup, liver and onions, hamburger pie with potato topping, worm cobbler. **FRIDAY, MARCH 17, "HAPPY ST. PATRICK'S DAY"** — homemade chicken noodle soup, corn beef and cabbage, macaroni and cheese. **AVAILABLE DAILY:** assorted sandwiches, assorted salads and desserts, vegetables, whipped potatoes.

Tables at many of the events have been designated for "Fort Wayne retirees or employees" for those who are interested.

Med Systems thrives

In a highly diversified company like General Electric, some businesses are always doing better than others. Such is the case for the Medical Systems Division in Milwaukee, Wis. They set a record year in the dental business and introduced leadership products in nuclear medicine, gaining the number one position in computerized tomography, and increasing MSD's market share in the x-ray business.

Tiffin plant saves \$30,000 during breaks

Saving electrical energy is not

new to the Hermetic Motor Department in Tiffin, Ohio. They saved an estimated \$30,000 last year by turning off machines during breaks and lunch periods. At Tiffin GE, over half of the employees are assigned to a machine or operation that uses electricity. The savings figures were based on a \$65 per machine electricity cost during the "no production" times.

GE lamps supply world's longest tunnel system

GE lamps built in the U.S. and sold by European Lamp personnel will be lighting the longest tunnel system in the world when it is completed in 1980. The lamps will be used in the two-lane, 16 kilometer St. Gotthard tunnel under the renowned Alpine Pass

as part of Switzerland's federal highway program. Winning the \$8 million order against tough European competition was Novelectric AG of Buchs-Zurich, a GE affiliate. All corrosion fixtures are of Novelectric's own design and will be equipped with 36,000 GE fluorescent lamps. The order is an example of how offshore GE affiliates help protect U.S. jobs.

Blue Ridge windmill to light Carolina

While electricity conservation is the byword in Fort Wayne now, the mountaineers in North Carolina's Blue Ridge are looking forward to abundantly lit nights ahead. WHY? The Department of Energy has selected a mountain-top near Boone, North Carolina, as the site for the world's largest windmill to test the feasibility of wind-driven energy. The experimental wind turbine generator is being built in GE's Space Division at Valley Forge. It will have two slender rotors.

ALLEY CHAT By Connie Houser

Many scores that were missed last week will be brought up to date today.

The Small Motor League was happy to see Harold Somers dance off the alleys with a swinging 622 series which included fine games of 215, 207, and 200. Harold also netted a 223 the week before. Wayne McClure of the GE Office League was only 20 pins away with a solid 602 series scoring with great games of 234, 191, and 177.

The Sunday Nite Mixers was on top of the heap with Len McGee's super 240 game. Don Bell of the GE Office League was a close second with a sound 236 score.

At the score table we find many outstanding 200 games: Larry Miller, 232; William Baulkey, 231; Steve Reidharr, 226; John Rickoff, 221; and Harold Moyer, 220.

More terrific games were reported by: Bill Remmert, 217, (213); Neal Conroy, Fred Hunter, and Jim Weiks, 215s; Gil Baker, 214, (OK Gil, who was keeping score besides you?); Les Silver, and Willard Fritz, 213s; Lynn Cocklin, 212; Jack Moser, and Don Neuhaus, 211s; and Al Rowe, and Arlen Patten, 210s. Good work.

For the women, Mae Dial of the GE Orphans gave a good performance and staged a 528 series (194-192-142). Last week I mentioned Pat Stoiber of the First Brethren Church Mixed League fanning a 204 game. Well it's worth mentioning again because Pat snagged a 505 series with that fantastic game. The Sunday Sandbaggers could hardly believe their eyes when Kay Surface rolled her bonus ball in the tenth frame of the third game. Kay hit only one pin. Results — a 499 series! Can you believe it? Better luck next time Kay.

The Monday Nooners were proud of Vickie Houser and her smashing 200 game.

More fine games were reported by: Cheryl Remmert, 195; Marion Steffen, 191; Connie Brewer, 188; Mary Hendricks, 187; Sarah Lowery, 186; Freddie King, 185; Winnie Dillion, Virginia Fletchall, and Kay Bade, 183s; Mildred Franke, 181, and Lucile Sasser, and Elsie Oliver, 180s. Whew! Nice going.

John Ormiston, secretary of the Senior League, was proud to announce Lucille Chaney's 182, and Gladys Wright with a 180 game. The men set the pace too, when Carl Metker hit a fantastic 243 game, (Carl also scored a 214 on the GE Office League). Leon May was at his best with a 234 on one day followed by a 213 on the next. Milt Marks was looking real good with a fine 232. Keep up the good work seniors.

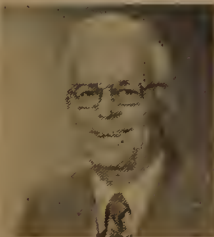
Junior Leaguer, Patty Franklin was tops for the girls with a great 501 series including good games of 172, 183, and 146.

Our Pro-Am Tournament is scheduled for April 1, 8, and 15. If you have a youngster between 10 years and 18 be sure to sign up. Call the club today, Ext. 2042 for more information.

RETIREMENT REFLECTIONS

Plans of pensioners take shape

WILLIS H. BREESE, 36 years' service, **BEGAN 1941** specialist **RETIREES APRIL 1978** wire drawer in the Appliance Components Support Operation **PLANS:** "Have a Florida vacation, and review things when I get back."



STEPHEN E. KELKER, 42 years' service, **BEGAN 1936** machinist apprentice in Building 12 **RETIREES APRIL 1978** manufacturing engineer in advanced planning for the Specialty Motor Department **PLANS:** "Adjust to retirement."



ROBERT G. HARKENRIDER, 36 years' service, **BEGAN 1941** weighed and spinned rotor punch in the Fractional Horsepower Motor plant **RETIREES MARCH 1978** truck driver for the General Purpose Motor Department at Winter Street **PLANS:** "Trip through the Southwest."



HAZEL K. SCOTT, 15 years' service, **BEGAN 1962** assembler and connector in the Transformer Department **RETIREES MARCH 1978** salvager in the wire mill at Taylor Street **PLANS:** "Try to help others in need."



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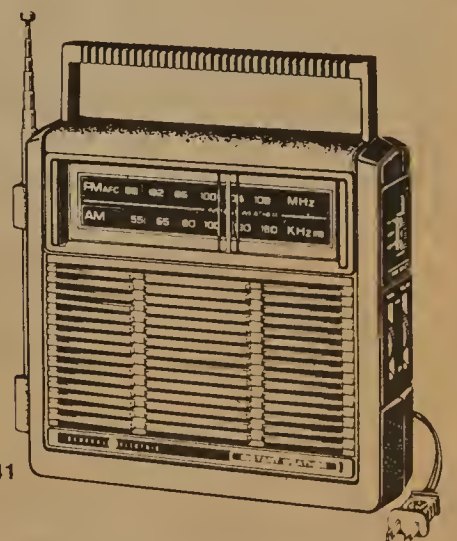
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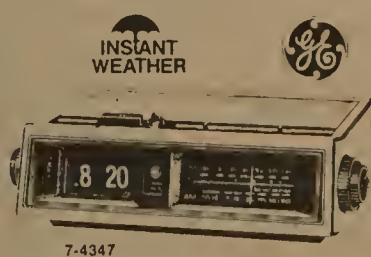
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Found

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Ads must be received only on this form by noon Monday for publication Friday. Submit only ONE per issue, using one letter or number per box on form. Please leave one box blank for each intended space between words. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Nome _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____



In Memory

CORRECTION: A death notice was incorrectly reported to the GE News, which appeared in the March 3 paper. Relatives of DAVID C. HAPPEL, who retired in 1961, said it was Mr. Happel's wife, Stella, who died February 20, not Mr. Happel. The incorrect information had been reported to the pension benefits office.

DECATUR to BDWY, 7:00-3:30 724-2477.

WANTED

OLD PATTERN BACK oak chairs.
747-6737.
ELECTRIC ARC WELDER. 485-
8866.
LIONEL & American Flyer trains,
any cond. 724-8011.
CEDAR CHEST & small chest of
drawers. 745-2367.
OLD PHONE, wooden crank or black
plastic, work or not. 484-4251.
BDRM SUITE complete, reasonable.
485-1229.
LARGE BIRD CAGE or parrot cage.
625-3010.
CHAIRS to cane, will pick up. 439-
4106.
ORGAN w-foot pedals, good cond.,
used. 747-6644.

FREE

KITTENS. 447-2826.
LAB. RETRIEVER, 10 mos., shots,
farm raised. 547-4441.

[illegible]

General Electric News

IN FORT WAYNE, INDIANA

MARCH 17, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 9

Heat pump market on increase

One of the fastest growing markets for Specialty Motor Department's 39-frame split capacitor motors is for heat pump applications.

Simply put, a heat pump system in a home or office works like a refrigerator. In winter, it takes the heat from the outside air (even at temperatures below zero) and transfers it inside. In summer, it removes heat from inside air and sends it outdoors.

As the costs for heating by gas, oil and electricity become closer, people look for the most efficient way to heat their homes.

According to John Bodenhofer, one of SMD's marketing specialists who handles heating and air-conditioning applications, "The heat pump is efficient for heating because it takes heat out of the air no matter how cold it is outside."

Efficiency is also one of the reasons the 39-frame motor enjoys strong sales for heat pump applications—it is known for its efficiency and reliability. "Efficiency becomes more and more important because the same unit in the heat pump runs in winter and summer," explained Bodenhofer.

Heat pump units started out predominantly for use in southern locations because in colder locations, the heat pump reached its maximum capacity and could not do all the heating without some sort of auxiliary unit. With greater emphasis on efficiency, it has become increasingly more common for people to accept the use of auxiliary units. "In the Fort Wayne area, there is normally electric heat as a back up system," said Bodenhofer.

Specialty Motor Department

sells 39-frame motors for General Electric's Weathertron Heat Pump which is made in Tyler, Texas, in addition to other manufacturers of heat pumps which include Carrier-Bryant, Lennox and Amana.

SMD 39-frame motors have been involved in heat pump applications more than five years, with sales increasing most rapidly in the past three, Bodenhofer said.

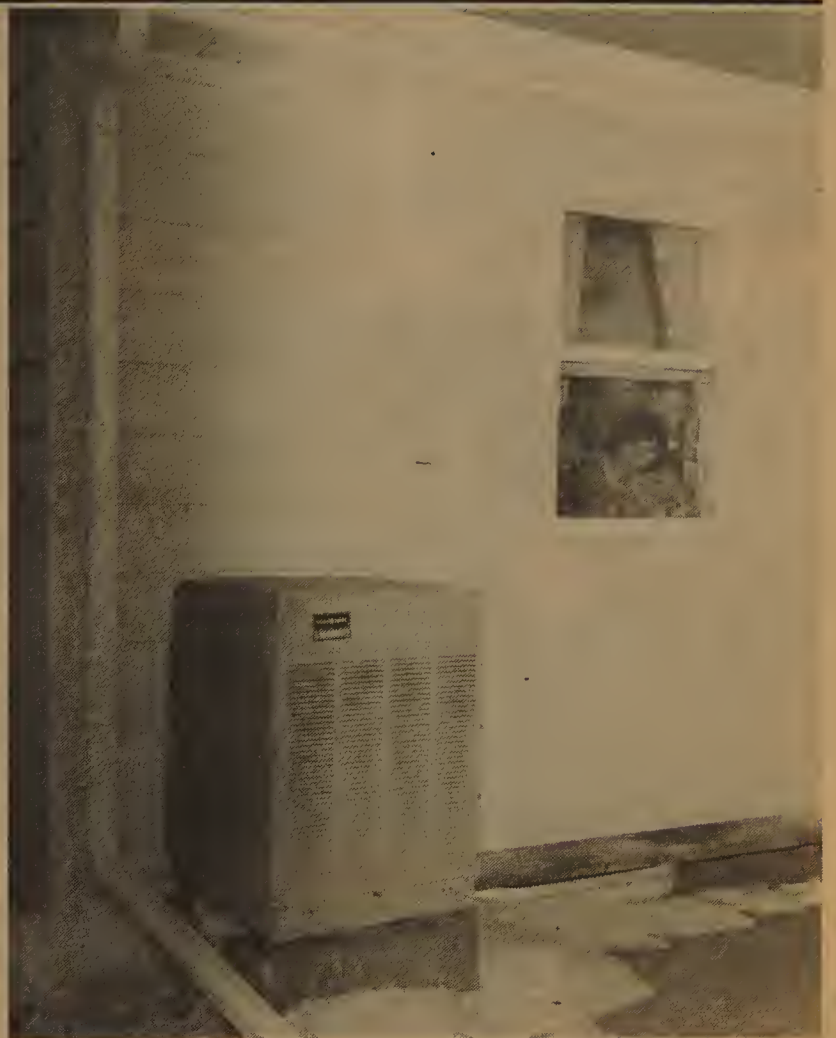
GE family saves kilowatts this winter

Carolyn Schutt, a Specialty Motor Department drafting and requisition specialist, recently had a General Electric Weathertron heat pump system put into her family's new home.

Since the Schutts moved into their home in mid-December, Carolyn said they have been saving about 500 kilowatts of electricity each month. "We based that estimate on a comparison with the similar-sized electricity heated home we moved from," she explained.

Two new neighbors of the Schutts also have recently built homes in the area. "Our neighbors have about equal space with us, but our heat bills have been running about \$35 less each month. The difference might be the fact that we have a heat pump and they don't," she said.

The Schutt's initial investment to have the heat pump installed, including the unit's cost, was \$1800 more than just electric heat alone. An employee courtesy dis-



KEEPING WARM on the inside while the heat pump takes heat from the outside is the basic refrigerator principle being enjoyed here by Carolyn Schutt's family in their new home north of Fort Wayne.

count of \$95 on the heat pump and about \$30 on the air handler for the unit helped defray some of that cost.

"It will depend on usage to see

how much we'll save in the long run with the heat pump," said Carolyn, "but we're sure to get our money back in savings eventually."

Long Easter weekend coming

The second paid holiday of the year for most employees is coming up Friday, March 24, in observance of the Good Friday before Easter. The next scheduled issue of the GE News will be published Thursday, March 23 and be available at regular pick-up points before you leave for the weekend. Enjoy your vacation (and hope for warm spring sunshine in the meantime)!

COMPETITOR PROFILE: Emerson strategy prompts growth

Emerson Electric Company, considered to be the Appliance Components Business Division's leading competitor, has grown into a \$1.8 billion company whose expansion and profitability have become the envy of U.S. industry.

It remains a growth company when few large companies can still claim the title.

In the fiscal year that ended last September, Emerson earned \$2.47 a share on sales of \$1.8 billion. That was a gain of 21 percent in profits and 19 percent in sales. For Emerson it was hardly an extraordinary year. In the first quarter of fiscal 1978, earnings per share were ahead 19.6 percent and sales 22.3 percent, according to recently published data.

Emerson has arrived at this position in a 20-year continuing success story that moved it from a problem-ridden maker of understyled, over engineered fans into a company lauded for its a-

bility to compete with the likes of General Electric.

Nearly 70 percent of Emerson's revenues are derived from its domestic core businesses which are in mature industries. The average growth of Emerson's core from 1965 to 1975 was only 7.9 percent. To keep the company growing faster than that, Emerson has had to gain market share by capitalizing on its competitor's weaknesses or identifying new market niches where it can compete profitably.

Emerson is said to be so disciplined that during the last recession the whole company was geared toward an 8 percent after-tax profit margin, in which Emerson actually got a 4 percent increase in profit on a 1 percent dip in sales in the 1975 recession.

Their strategy includes keeping plants small, decentralized and non-union, according to Forbes magazine. Today Emerson is reported to have 95 domes-

tic plants—mainly in rural areas (not just in the south but across the U.S.)—usually with fewer than 1000 employees.

According to Kidder and Peabody researchers, Emerson's

wage costs are 13 percent below the rest of the industry and a full 16 percent below competitors like GE and Westinghouse. This strategy has been a major factor in Emerson's ability to compete

profitably with bigger outfits.

In 13 countries in 1973, today Emerson is said to be selling its products in twice that number of countries.

Even though Emerson has established itself as a growth company, 70 percent of its domestic commercial operations are in mature industries. How do you get 15 percent growth a year out of a company with that much in mature business? The answer recently published in Forbes business magazine is: by pushing the company into new areas—specifically utility distribution, electrical connectors, process control

Please turn to Page 4

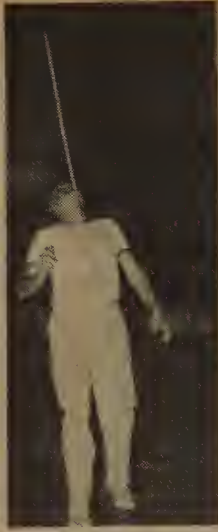


INSIDE:

ACSO keeps fit—
see Page 2



ART RASOR, KEN COLLINS



FRANK AVILA



MARC JUNK IN THE STICK PULL RACE



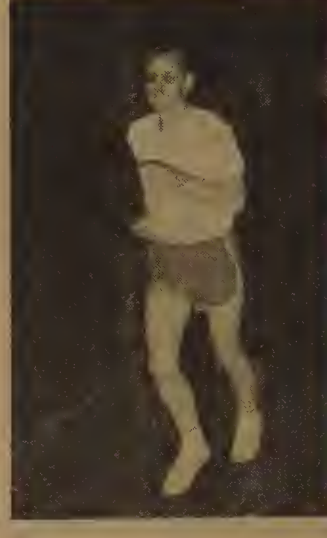
RUDY WUTTKE, LYN SCHLEGEL CHECKING BLOOD PRESSURE



DOING BACK ARCHES AS A GROUP



FRANS BAX WAS AMONG THOSE DOING FLOOR EXERCISES



ACSO employees find keeping fit to their liking, too

The Appliance Components Support Operation, like the Specialty Transformer Department last December, has begun a fitness program for salaried employees.

It is officially called a YMCA cardiovascular health program, based on the idea that each person learns his capacity for exercise and gradually increases his own endurance and heart strength.

There are now more than 75

participating in the noontime classes on alternate days at the GE Club—more than double the number in the first group.

"The program is mostly the same as it was when we started, except that we've added more levels at the lower end of the skills program so more people could see progress during the first stages of their exercising," said Lyn Schlegel, YMCA director of the project for General Electric.

ment of handicapped children and others in need of counseling, and to provide emergency medical service to a rural town have made six General Electric employees winners of the 1978 Gerald L. Phillippe Awards for Distinguished Public Service from the General Electric Foundation.

There are four individual winners and one joint award this year. The individual winners are Cress Fuentes, methods engineer for the Aircraft Engine Business Group in Evendale, Ohio; Vernon J. Harris, manager of computer products engineering for the Aerospace Electronic Systems Department in Utica, N.Y.; Margaret L. Spieker, marketing communication specialist for the Aircraft Engine Business Group in Evendale; and Gordon W. Van Citters, manager of information services for the Space Division in Philadelphia, Pa. The joint award goes to two Schenectady men, Ralph F. Boyd, foreman in the Large Steam Turbine-Generator Department, and James A. Stamper, foreman in the Gas Turbine Division.

There were no nominees for the awards from local operations this year, although three nominees were named from non-Fort Wayne locations in the Division.

Participants typically exercise twice each week—arrive at the club, dress, do their workout, shower and get back on the job in 45 minutes or less. (They agreed before the program started to make up any lost time at the end of the day.)

Sessions are coordinated by Paul Beltz, president and athletic director at the GE Club. He is the person to contact if others are interested in starting a program.

Sharon Finzer, of ACSO employee relations, said the operation funds the cost of having the YMCA instructor on hand. "The program is turning out especially good for ACSO because our operations are so spread out that the classes are also serving to get a lot of people introduced to each other who haven't met before," she said.

Because of the electricity curtailment currently in effect, the groups use the gym with a minimum amount of lighting. However, comments by several of the project's joggers during a recent session were highly supportive of the eight-week course. Some of their responses were:

MARC JUNK: "It's refreshing. The afternoons go quicker and I seem to be more energetic. I haven't taken off any pounds, but

that's not the purpose of the program. It's too bad no one thought of starting the class sooner, since the facility has been available for years."

DICK MACLEOD: "I'm taking the class because I don't get enough exercise in winter. Exercising makes me feel better for the rest of the day when I've been to a workout."

CAROL MOORE: "I'm in the course to get in shape for summer, to feel better and get more active. I water ski and don't want to be sore when I start again this summer."

FRANK AVILA: "I'm exercising to feel better—and that's bound to affect the way I work, plus I want to get in better shape."

DON CLARK: "I want to build up my endurance. I started exercising at home to keep my weight in line. With this class, I have already found that my legs aren't getting tired during all the walking I do on my job."

RUDY WUTTKE: "I can't discipline myself as well as I can exercising with a group. I feel better each time. I can run farther than I did when I started and I stretch better. I also feel great when I go back to work in the af-

ternoon after a shower."

FRANKLIN BUUCK: "I think the class is a good idea because it tends to force the exercise, provide an opportunity to get fit and develops a group psychosis. How do I feel after a workout? It's a little like playing a softball game, not as strenuous as basketball, more like softball."



GE cafeterias featuring...

MONDAY, MARCH 20 — homemade beef vegetable soup, flame braided beef steak, creamed chipped beef and macaroni. **SPECIAL:** Hat turnover.

TUESDAY, MARCH 21 — homemade lima bean and bacon soup, 1/4 baked chicken, beef stew. **SPECIAL:** Apple crisp.

WEDNESDAY, MARCH 22 — homemade beef barley soup, roast beef and dressing, ham and green northern beans. **SPECIAL:** Mexican Fiesta plate.

THURSDAY, MARCH 23 — homemade split pea soup, Swedish meatballs, beef chap suey over rice. **SPECIAL:** Chili dog, hot cabbage.

FRIDAY, MARCH 24 — homemade clam chowder, baked meat loaf, macaroni and cheese. **AVAILABLE DAILY:** assorted sandwiches, assorted salads, and desserts, vegetables, whipped potatoes.

NEWS NOTES

Club cancels Pro-Am tourney

The Pro-Am bowling tourney for young people and adults at the GE Club has been cancelled because of the electricity curtailment. It was scheduled to begin in April. According to Dave Uncapher, tourney director, the Pro-Am event will most likely be scheduled again in the Fall.

New potluck, bingo dates set in May

GE Club bingo for March has been rescheduled for Saturday, May 13. The last pensioner's potluck of the season will be held as planned, at 11 a.m., Tuesday, May 9. The potluck scheduled for March will not be reslated.

Phillipe awards honor public service talent

Leadership of public service projects to create opportunities for minorities, to improve treat-

In Memory

GEORGE H. LOPSHIRE, 2525 Hunts Lane, died February 15. He retired in 1948 from Fractional Horsepower Motor where he was an assembler.

CARMEN G. WHEELER, 133 Esmond Street, died March 10. She retired in 1965 from Building 17-2 where she was an inspector.

WILLIAM F. FOWLER, Centlivre Apts., died March 12. He retired in 1963 from Building 31-2 where he was a boxer.

General Electric News

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100 Years of Progress for People

SUGGESTER

'Steinmetz Era' historical book now available

The second in the series of books chronicling the history of General Electric and GE people has just been published by the Elfun Society, an association of GE managers and professionals. The book, titled "The Steinmetz Era: 1892-1923," follows up "The Edison Era," which covered the period from 1876 to 1892.

The new volume is replete with vintage photos, many of which have never been published. The editors present the story of major GE achievements in the period covered, and biographies of the company's leading engineers, executives and scientists of that era.

Savings and Security Program are as follows: stock price—\$46.033; fund unit price—\$22.887.

Those who people the pages of the new book range from William Stanley, transformer pioneer; to Irving Langmuir, Nobel Prize winning chemist; to Charles Steinmetz himself.

The publication of the series of books is a project of the Elfun Society's Hall of History. The goal is to establish a permanent home for artifacts and memorabilia of

General Electric history—a hall of history.

The first volume of the series, "The Edison Era," is in its third printing and has sold more than 14,000 copies.

"The Steinmetz Era" sells for \$2.95. It can be obtained by mailing your name, address and your check or money order (payable to the Elfun Society) to: Bill McShain, Building 18-3, 1635 Broadway St., Fort Wayne, Indiana, 46804, "The Steinmetz Era."



WINNING \$182 was the result of a "sharp count" by Specialty Motor Department assembler Margorie Froin. She discovered that there was a consistent shortage in packing a cushion rings being sent to the company by a vendor. Margorie campored the number she was using in a manufacturing process with the contents number listed on the supply box and then turned her findings in as a suggestion to investigate.

General Electric lists February S&SP prices

The General Electric "stock price" and the "fund unit price" to be used in the crediting of participants' accounts for the month of February under the

ROBERT E. JOHNSON, 35 years' service **SINCE 1943** sprog and dip stators and rotors **RETIRED MARCH 1978** grinder in the General Purpose Motor Department **PLANS:** "Enjoy home and do some fifth wheel traveling."



HAZEL K. SCOTT, 35 years' service **SINCE 1942** assembler and connector in the Transformer Department **RETIRED MARCH 1978** solvager in the wire mill at Taylor Street **PLANS:** "Try to help others in need."



RETIREMENT REFLECTIONS

Plans of pensioners take shape

LOOK WHAT'S NEW IN GE CB's



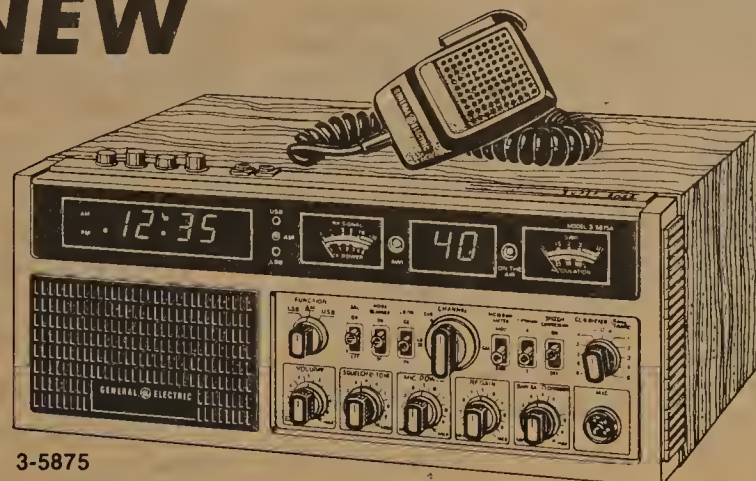
3-5815

The Remote Mic Control CB Transceiver

Theft protection... good sound... mic controls... without giving up important features. (Compare against other mic control units.)

• User's Choice 2 Speaker System • 9 Element Electronic LED Bar Meter • Instant Emergency Channel 9/Channel 19 Selector • Compact Transceiver Chassis Housing • "Big Hook"... 3-way Mic Mount System • Easy set Squelch Indicator • PA • ANL

EMPLOYEE SALE PRICE \$125.98
EMPLOYEE DISCOUNT \$15.00
YOUR COST \$110.98



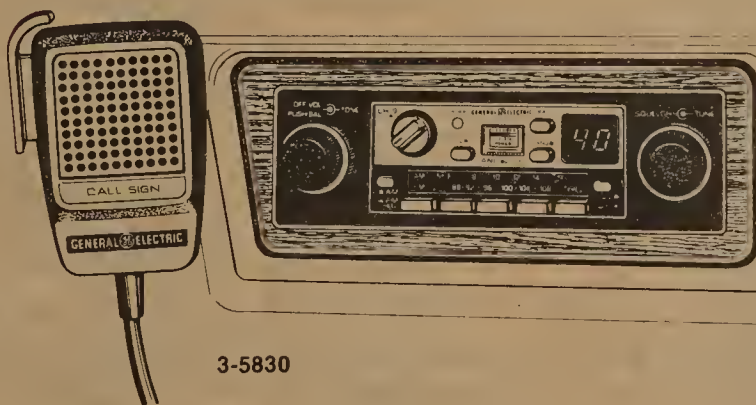
3-5875

SSB "SUPERBASE"® CB Base Station

Features, performance, styling... designed for the serious CB user

• Two speed, clarifier • Speech compression • Dual meter system • Dual antenna jacks • AWI • Mic power control • Programmable Timer Electronic Digital Clock

SPECIAL EMPLOYEE SALE PRICE
\$321.98
EMPLOYEE DISCOUNT \$40.00
YOUR COST \$271.98



3-5830

In-dash CB Two-way Radio with Pushbutton FM/AM/FM-Stereo

Get it all together with a 40 channel CB Transceiver plus AM/FM-Stereo radio... custom installed look, plus theft protection

• CB/STANDBY-squelch controlled for CB monitor override of radio • Lighted S/R/F meter • Pushbutton radio • Local/DX-FM sensitivity control • Universal face plate and "factory installed look" trim gasket • Underdash mount bracket • Dashboard light dimmer control connection • P.A.

SALE PRICE
\$195.98
EMPLOYEE DISCOUNT \$25.00
COUPON REBATE \$10.00
YOUR COST \$160.98

THE EMPLOYEE STORE

1030 SWINNEY 11-5:30 WEEKDAYS

Club to entertain bosses next month

April 10 and April 20 are special days for Elex Club members and their bosses.

Those are the dates when the club members invite their super-

visors to join them for an annual get together for a meal and entertainment.

After dinner entertainment during the April 10 program will

feature Charles Dink Freeman, listed as America's most versatile storyteller. "Dink" is an expert dialectician who expresses this talent in delightful ethnic humor with promise for an uproarious program.

Freeman, whose brand of storytelling is said to have never offended any group, says experience has taught him that people like their own humor when it is tastefully done.

Reservation deadline for the evening supper and program is Friday, March 31.

For those who are unable to make the dinner date out with the boss, a second occasion is offered.

The April 20 event is a mid-day program with Charlie Worpell on the entertainment bill.

Worpell, known as "the Clown



FREEMAN

Prince of Comedy", is a veteran of USO tours around the world. He has appeared with the famous "Blackstone" and other top magic shows, as well as hosting his own television program on WISH-TV in Indianapolis.

Reservation deadline for the April 20 performance and luncheon is Thursday, April 13.



WORPELL

Details concerning the time and place of the two special events are included in the club calendar on this page.

All currently employed Elex members and members who have retired are invited to attend with or without a boss. Tickets are available from regular Elex contact girls.

April Elex Calendar

3 — Partizan Chapter Board Meeting, 11:30 a.m., Lucky Steer Restaurant, 2012 Getz Road

5 — Elex Executive Board Meeting, 1 p.m. (Second and Third shift members) GE Club Trophy Room

6 — Pen-El Chapter Board Meeting, 9:30 a.m., GE Club Trophy Room

10 — Elex Club supper and program by "Dink" Freeman, Shiloh West Hall, 3127 Carroll Road, Elex members and GE bosses; cocktail hour-cash bar 5:30 to 6:30 p.m., swiss steak dinner 6:30 p.m. Tickets \$4.75.

12 — Pen-El Chapter Social Meeting, 12 noon, Bethany Presbyterian Church Hall, 1616 West Main St.

17 — Elex Executive Committee Meeting, 4:45 p.m., Bldg. 18-3 Conference Room

18 — Partizan Chapter Social, 12:30 p.m., Georgetown Square Public Library Social Room, 6600 East State Blvd.

19 — El-Par Chapter Social Meeting, 1 p.m. Place to be advised by the El-Par telephone committee.

20 — Elex Club luncheon and program by Charlie Worpell, magician; Lester's Party Room, 1502 Bluffton Road; cocktails-cash bar 11 to 11:30 a.m. swiss steak dinner 11:30 a.m. Tickets \$3.50

24 — Honor-ettes Chapter Social Meeting, 1 p.m., Salem United Church of Christ Hall, 2401 Lake Ave.

25 — Elex Executive Board Meeting, 5 p.m. (First and Third shift members) Sears Pavilion, Indian Village Park, 1701 Bluffton Road.

27 — Partizan Chapter Mixer, 6 p.m., Sears Pavilion, Indian Village Park, 1701 Bluffton Road.

***ADLETS**

FOR SALE

ELECTRIC PIANO, Wurliitzer, \$300. 745-2433.

FIREPLACE SCREEN for up to 36" opening, good cond., \$12. 432-9026.

'71 CHEVY 1/2 ton pickup, 3 spd, 6 cyl, 4 new tires. 493-1318.

3" PUMP, 2100 GPH gas engine, \$325. 637-6478.

SOFA, modern 84", occ. chair, misc. items, good cond. 747-4745.

CHAIRS, 1 swivel rocker, 1 br. occasional. 747-9619.

WASHER-DRYER, both, \$30. 485-9396.

'68 FORD 3/4 ton, V-8, 4 spd, radio, camper spec, aux gas tk. 747-5101.

'74 OLDS CUTLASS S, \$2200. 637-6819.

AFRICAN VIOLETS, purple velvet & other plants, \$1 and up. 456-1081.

'72 BUICK ELEC., loaded, perfect cond., \$1895. 422-4006.

SUIT CASE, men's large, very sturdy, \$20. 485-6523.

GOLF CLUBS, men's full set; girl's 3 spd bicycle. 447-5620.

'70 MAV., 6 cyl, 2-dr stk, \$375; '64 VALIANT, new batt & tires, \$250. 747-3557.

'77 DODGE VAN, fully customized, cruise, rustprf, \$6850. 422-7009.

'75 SAILBOAT, 25' (Helms), 15 hp mtr, ex. cond. 483-2371.

'73 CUTLASS S OLDS, \$1695; '17' cruiser and 75 hp ER mtr., \$895. 489-4780.

ORTHOPEDIC SHOES, lady's new, sz 8E, 2 pr. 745-7603.

WHEELCHAIR, like new. 447-5128.

'68 BARON, 12x60, app, sk, air, shed, \$5500, firm. 622-7359.

SNOW TIRES on rims, G78x14, good

treads, \$20. 483-4267.

BOAT, trailer, oars, cushions, good. 693-3280.

BABY'S 4 dwr-dressing table, \$8. 745-3042.

YAMAHA DT 175 Enduro, good cond. ('75), \$450. 485-2810.

'63 460 FARMALL wi-plow, duals, pully, 3 pt hitch adpt. 637-3482.

'64 OLDS F-85, many new parts, \$250. 456-8091.

CARPET, rose-beige, 59 sq. yd., 12x26 wi pad, good shape, \$100. 424-7687.

FOLD DOWN TRUCK CAMPER. 672-2001.

'72 FORD WGN Country Squire, PS, PB, air. 638-4249.

'76 MONZA 2 plus 2, auto, 4 cyl, good mileage, 17,000 mi, silver. 484-0226.

'66 OLDS F-85, 4 dr, runs, good tires, 330M, aut. 483-5632.

CAPIES (2), woman's sz 12, girl's coat sz 6, handmade, ex. cond. 422-0920.

HUBCAPS, good cond, Cadillac, Chrysler, Ford, Cordoba. 485-9737.

SEWING MACHINE, cab, strsew, no attach, good cond. 447-5896.

2 BDRM HSE, NW FTW, for cash, save realtor fee. 424-6754.

GE DISHWASHER, 10 yrs old, runs good, \$15. 485-4700.

'74 DODGE WINDOW VAN, 6 cyl, mags, carpet, bed, \$2995. 432-1248.

MISC. HSEHLD ITEMS. 424-5191.

'70 FORD 1/2 ton hd, new tires, radio, cap, hitch, \$1050. 638-4776.

GE TRASH COMPACTOR, all metal, 4 color pack, like new. 744-0773.

'76 VEGA WGN, 5 spd, air, tilt wheel. 745-7159.

POLICE SCANNER, 16 ch with 8 crystals, \$100. 747-5937.

LAWN MOWER, 18" electric; room divider, wrought iron. 432-3305.

WOOL CARPET, approx. 30 sq. yds. 484-5193.

'77 CHEVY BLAZER WGN, 4x4, air, auto, PS, PB, positract., ex. cond. 1-925-1665.

COLOR TV, 21", needs work, \$20. 456-1117.

'75 HONDA 750 F SS, good cond., \$1295. 419-258-2117.

SOFA, 90" beige-lt brn tweed, ex. cond., \$100. 447-3719.

WANTED

DIFFERENTIAL & HOUSING for '63 & later Triumph Spitfire. 447-5910. SLATE SHINGLES, 16" diamonds. 925-2504.

HELP for elderly lady in her home. 745-3866.

MOVIE CAMERA, wood lathe jointer, walnut wood. 627-5128.

BDRM Commode. 638-4444.

CHAIRS to cane, will pick up. 439-4106.

LIONEL & American Flyer trains, any condition. 724-8011.

SPRING TOOTH HARROW, 3 pt hitch, 10 or 12 ft. 749-1374.

QUEEN SIZE box springs. 744-1031.

BABY FURNITURE & clothes, stroller, etc., good cond, reas. 743-8219.

SMALL GASOLINE ENGINES in need of repair. 485-8661.

CITY LOT, NE, for home. 422-6229.

FRENCH DOORS. 745-2620.

WORLD BOOK ENCYCLOPEDIA, recent publication. 639-6430.

SKI BOAT. 747-3805.

FOR RENT

HOUSE, 5 rms, bath, yard, no pets. 433-6235.

HOME, 4 bdrm, fenced yard, close to Bdwy GE, no pets. 447-4070.

LOST

GOLD-YELLOW WEDDING BAND, man's, reward. 432-4268.

MAN'S WEDDING BAND, white gold, E. Bdwy plant. 747-2913.

FOUND

GOLD CHAIN NECKLACE, by 4-1 elevator. 747-2171.

FREE

IRISH SETTER-German Shepherd mixed puppies. 637-3641.

THE PERFECT GIFT FOR EASTER

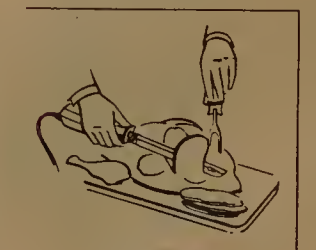


CUSTOM ELECTRIC SLICING KNIFE

Model EK15



"The handle that fits your hand"



Carve and Slice Professionally

- Lightweight compact power handle fits naturally in your hand.
- 9" hollow ground stainless steel slicing blades, with serrated cutting edges.
- Versatile—Slices your favorite meats, fish, fowl, breads, cheeses, vegetables, with complete ease.
- Detachable cardset for neater storage appearance.
- Fingertip switch control bar with safety lock.
- Fingertip blade release buttons for easier cleaning of blades.

EASTER SPECIAL

\$10.99

THE EMPLOYEE STORE

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11-5:30 WEEKDAYS

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General Electric News

IN FORT WAYNE, INDIANA

MARCH 23, 1978

EASTER VACATION EDITION

VOL. 60, NO. 10

Annual business briefings:

Union officials meet with top management

Lodge 70 and Local 901 union officials have been meeting with top management in Fort Wayne product departments and operations during the past few weeks to get an update on the current business situation.

Generally favorable business conditions were reported in 1977, with this

trend expected to continue in the next quarter.

During the union officials' meeting with Specialty Motor Department last week, general manager Bill Fenoglio began with a slide and film presentation.

Fenoglio narrated a film tracing

part of the department's history, and characterized the motor business when he said, "The company is always anticipating the changing market and responding to customer needs—as it has for the last 100 years."

The manager talked about investments which have improved the employee's workplace. For example, noise abatement projects completed since 1977 represented a \$338,000 investment for SMD.

Fenoglio noted that hourly labor productivity had improved in 1977. He attributed this, in part, to "load leveling"—a process in which peak demands are met with motors produced at lower demand times. In addition to productivity, Fenoglio also complimented employees for reduced scrap and spoilage performances during 1977.

After a question and answer session in one of the business briefings, the subject of recent investments for diesel generators was discussed. (The generators were purchased earlier this year to increase job security and enable production to continue during the electrical curtailment.)

When asked his opinion of the investments, Lodge 70's Bud Curtis said, "I think energy has been a big concern lately. No one wants to be laid off, and a four-day work schedule wouldn't be much better. So I'm glad the departments bought the generators."

Steve Campbell, who replaced Curtis as Lodge 70 president this year, said expenditures for painting various parts of the plant have also been good for morale in the factory areas during the past year.

Another thing that boosts morale, according to Lodge 70 vice president Chuck Shaw, has to do with manager visibility. "When you see managers out on the floor, you just get a better feeling too," he said.

INSIDE:

100 percent club—
see Page 2



LOCAL 901 leaders discussed various aspects of the business recently with company management. Shown above are Nate Harton, Specialty Motor Department manager of manufacturing; Ron King and Mike Mangan, Local 901 grievors; and Jerry Riana, specialist—professional relations and communications.



LODGE 70 representatives asked questions after Specialty Motor Department general manager Bill Fenoglio's "state of the business" presentation. Seated at right are: Steve Campbell, Lodge 70 president; Dave Kump, negotiating committeeman; Chuck Shaw, Lodge 70 vice president; Jan McDaniel and Mike Buuck, negotiating committeemen; and Bob Masshammer, chairman of the Lodge 70 Negotiating Committee.





100 PERCENT attendance honors during 1977 were awarded to Specialty Motor Department employees: Eunice Cook, Ruth Martin, Dee Jackson, Chester Haines, general manager Bill Fenoglio (presenter), Helen Fletter, and Polly Fast.

Attendance honoree:

'If there's work to do, you just do it'

Six hourly and non-exempt employees were recently honored by the Specialty Motor Department for achieving perfect attendance during 1977.

As a result of their exclusive membership in the "100 Percent Club," the six were invited to lunch with department general manager Bill Fenoglio and their supervisors last week. They also received their choice of a gift certificate or dinner out of equivalent value.

Those being honored this year are: Polly Fast, pay warrant auditor; Helen Fletter, general accounting clerk; Dee Jackson, general accounting clerk; Eunice Cook, coil winder; Ruth Martin, hydraulic press operator; and Chester Haines, warehouse group leader in Building 32-1.

In order to receive the award, they took no personal days, had no illness days and were present all working days except those days when the plant was closed because of weather or Taylor Street inventory.

Of their perfect attendance, Bill Fenoglio said it is "an achievement which benefits the Company through uninterrupted production...and we're proud of you."

After the luncheon presentation, the award winners explained to the GE News some of the reasons they were able to achieve perfect attendance.

Polly Fast (1974 and 1975 recipient, 35 years' service): "If you like who you work with, you don't find excuses to be absent."

Helen Fletter (25 years' service): "Sometimes I think the reason people are able to have good attendance is because it becomes a routine. With my work in the accounting office, if I'm not there, somebody else will have to do my work and since these people are my friends, I don't like to inconvenience them that way."

Dee Jackson (25 years' service): "If there's a conflict in getting to work, work has to come first. I was raised that way and I believe that if there's work to do, you just do it."

Eunice Cook (third time in perfect attendance club, commutes 44 miles round trip daily, 18 years' service): "One of the reasons I always come to work is that I have bills to pay," she laughed. "I also like my job and if I had somebody working for me, I'd

Car rental cards ready

New discount cards are now available to all General Electric employees renting Hertz and Avis automobiles—whether or not they are on company business.

The new cards can be picked up at the GE Employee Store, 1030 Swinney St.

At Hertz, the card enables employees to get a 40 percent discount on wet rates (when gasoline is included). Hertz dry rates (when the renter pays for the gas) are discounted by 20 percent.

Since Avis has switched to all dry rates, discounts are 20 percent to GE employees who have a card.

Other specifics of the discounts are explained on an application blank attached to the new card.

want them to be dependable—that's another reason I come to work."

Ruth Martin (works second shift): "I like my job and I enjoy coming to work."

Chester Haines (second year in perfect attendance club): "As you get older, you get more responsibility and you try to set an example with your attendance. I also think that if more people would try for perfect attendance awards, they'd find out how good it is to have one."

ENJOY YOUR EASTER



HOLIDAY— BUT
DRIVE SAFELY

General Electric News

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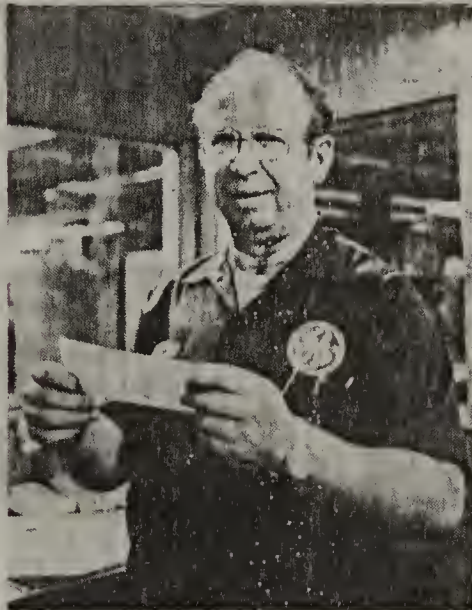
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Published daily except on Sundays and public holidays.
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 Post Office at New York, N.Y., under No. 100.
 Accepted for mailing at special rate of postage provided for in Act of October 3, 1917.
 Paid for postage by addressee.



Mr. and Mrs. J. P. Morgan, Jr., with their children, at their home in New York City.

Mr. and Mrs. J. P. Morgan, Jr., with their children, at their home in New York City.

The New York Times is a daily newspaper published in New York City. It is one of the most influential newspapers in the world. The paper covers a wide range of topics, including politics, economics, and culture. It is known for its high-quality journalism and its commitment to providing accurate and timely news to its readers.

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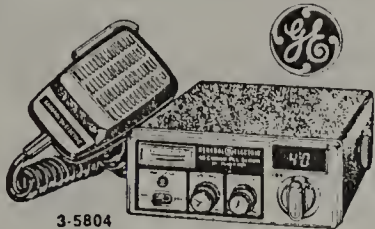
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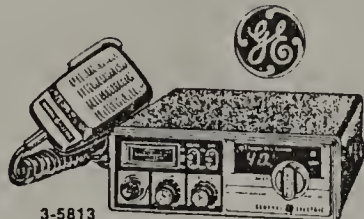
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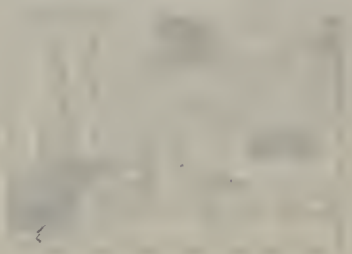
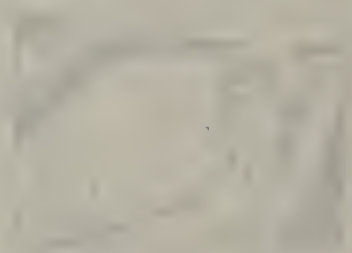
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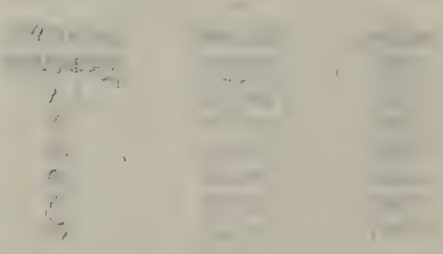
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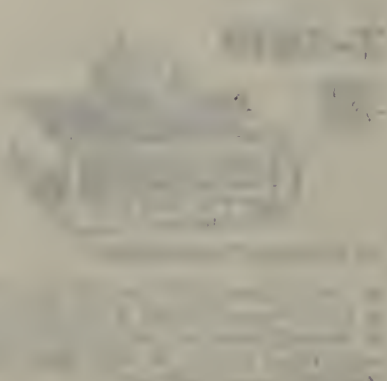


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GPM supervisors learn EEO facts

First line supervisors in the General Purpose Motor Department recently participated in a four-hour seminar designed to teach them more about Equal Employment Opportunity laws

and to familiarize them with the local Affirmative Action program.

"It is ultimately important that we as supervisors know what's happening in the areas of female

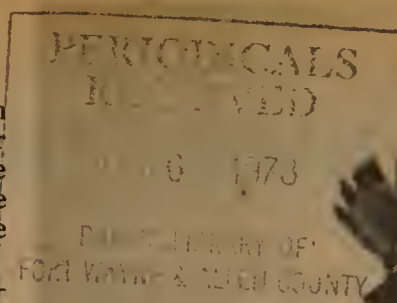
and minority awareness," began Willie French, division manager of Affirmative Action and course leader, "so that we can continue eliminating discrimination in the workforce."

French reviewed the legislation relating to Equal Employment Opportunity. It includes: Civil Rights Act of 1964, Civil Rights Act of 1866, Executive Orders 11246 and 11375, the Equal Pay Act, the Age Discrimination Act, the Rehabilitation Act of 1973, and the Veterans Readjustment Act.

"What Affirmative Action is all about is demonstrating to others and employees that we are doing something positive regarding the rights that these laws protect," said French.

REGULATORY AGENCIES

He went on to describe the regulatory agencies that enforce the laws which prevent discrimination. "One thing we must all real-



AFFIRMATIVE ACTION Manager Willie French demonstrates a point about discrimination during a recent awareness seminar as General Purpose Motor first line supervisors Bill Brose and Cliff Bentley listen.



GUIDELINES for Fort Wayne's Affirmative Action program, being held in a notebook by Affirmative Action Manager Willie French above, were explained in a recent awareness seminar attended by: Charlie Lauer, Bill Woodward, Bob Guingrich, Wayne Boester and Ellen Durnell.

ize is that whenever there is a case involving the agencies, it may require the help of everyone from the people in the shop to management in getting a problem resolved."

The seminar participants saw films depicting work problems

and broke down into small groups to analyze case studies involving EEO situations. French said the purpose of this part of the seminar is to help supervisors prepare for situations before they occur, and thus, possibly avoid EEO problems.

General Electric News

IN FORT WAYNE, INDIANA

MARCH 31, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 11

NEWS NOTES

CURTAILMENT ENDS

Diesel generated electricity tab nears \$1 million; GE exceeds cutback requirement; conservation measures remain in effect

Car rental rate error made right this time

The new discounts now available to all General Electric employees renting Hertz and Avis automobiles are different from those reported in last week's GE News.

The rate card announcement, which had been based on an incorrect press release, said Hertz was offering a 20 percent dry rate discount and 40 percent wet rate (when gasoline is included) discount.

Actually, Hertz has discontinued its wet rate discount and increased its dry rate discount for GE employees to 28 percent.

New Hertz and Avis cards, with the correct rates printed on them, are available at the Employee Store, 1030 Swinney St.

MGD reunion set May 6

The 20th Annual Reunion of the Motor Generator Division of General Electric will begin at 3 p.m., Saturday, May 6 at the Local 901 Union Hall, 1427 Broadway. Spouses are welcome. Donation will be collected at the door.

GE special broadcast

Barbara Walters' General Electric Special on ABC-TV, WPTA-Channel 21, will be broadcast Tuesday, April 4, from 10 to 11 p.m. Barbara will interview Vice President Walter F. Mondale and his wife, Joan; Reggie Jackson; Walter and Carol Mathau; and discuss the Donnie and Marie Osmond family entertainment empire.

As mandatory electricity curtailments on Fort Wayne industries were lifted this week, local General Electric businesses have emerged with nearly \$1 million spent on a diesel-generated power supply; with pride in achieving a better than demanded cutback performance; and with conservation measures remaining in effect.

The cost estimate is provided by Don Mohrman, manager of OSHA and Energy Resources. It is based on an initial investment of \$700,000 for 13 diesel powered generators, which were needed to meet Indiana and Michigan's 25 percent forced cutback and still keep production going and people working.

The cost figure also includes about \$197,000 spent for diesel fuel for the generators at a 35 gallons per hour average consumption rate. Another \$3120 was estimated to have been spent on engine oil for the generators. And, in most instances, a \$2-3000 fuel tank was also needed to supply the generator motor during the February 24 to March 28 curtailment period.

"It cost us roughly twice as much to generate power with diesels than to buy electricity from the utility company," said Mohrman.

Harold Hampshire, Division senior buyer, said installation, labor and overtime labor have been other significant costs in operating the generators.

During the curtailment, General Electric recorded a 29.9 percent reduction in electricity

consumption—4.9 better than had been required. According to Mohrman, the reduction was realized even though production requirements were greater than they were during the period used as a basis for the comparison.

Because of an ongoing conservation program implemented before the recent crisis, Fort Wayne operations were already relatively efficient when the curtailment began. However, additional light levels, turning off fans and motors and eliminating non-production activities are estimated to be saving about ten percent, Mohrman said.

"We are planning to keep all these measures in effect in response to the utility company's request that voluntary conservation continue. Basically, that will mean there are no plans right now to have Area Services electricians reconnect lighting," Mohrman explained.

"In the next few days we will also be taking a closer look at the conservation measures now in effect to determine if they can become longterm savings in power usage," he said.

GE CLUB RESUMES REGULAR ACTIVITIES
Activities at the GE Club, 1030

Swinney St., which had been temporarily suspended because of the energy related curtailment, have been resumed.

That will include activities normally scheduled for the club gymnasium, as well as league and open bowling in the club's bowling lanes.

INSIDE:
Special Feature
on GE women
in shop areas



Officers plan fish fry get-together

Officers and directors of the GE Supervisor's Club are planning their Spring Fish Fry to begin at 5 p.m., Wednesday, April 5 at the Southwest Conservation Club. Tickets to club members are available from contact persons in various plant locations. Shown seated from left are: Guy Smith, treasurer, Wavo Aughenbaugh, secretary; Bill Turner, president; Joe Kromer, vice president; and Koren Phillips. Standing are directors: Ken Petgen, Hillord Butcher, Tam Ziegler, Cosey Keister, Harold Brenner, Bob Boner, John Hunnicutt and Jerry O'Brien.

It's no longer just a man's world in GE shop areas

Women aren't supposed to operate lathes, mills, grinders, drill presses or punch presses. Women aren't mechanically inclined, so they can't be craftsmen, electricians, plumbers, machinists, tool and die makers, or wire mill enamellers. Women won't do work that is heavy, greasy, oily, dirty or hot. They're afraid of cuts and bruises. They don't understand drawings and don't know how to adjust the tools for the close tolerances sometimes required. No self-respecting woman wants to be a set-up "man".

With those stereotyped assumptions in mind, eight women who have machinist-type jobs at GE were interviewed by Equal Employment Opportunity specialist Don House.

Before beginning the interviews, Don listed the reasons given by women for not requesting or for refusing crafts and heavy equipment type operations. And then when he talked to the GE women in those jobs now, he didn't avoid such difficult subjects as resentment by male co-workers or even open harassment.

What you will read in the following quotes are the candid and sometimes pointed answers by the women who were asked, "Why did you accept a heavy equipment type job?"

Supervisors comments are also included to learn even more about each particular work situation.

JUDY COTTERMAN, third shift, Section 15, Taylor Street, cut-off lathe and Gridley—"A woman who has a family to support should go where she can make the most money, if she feels she can do the job. I thought I could, and am willing to give it my best.

I am still learning the machines. There is more to it than it looks. Mechanically inclined? Right now I'm taking the Machine Shop Practices Course given by Section 15 on my own time precisely to overcome the advantage men have in being exposed to working on cars, learning to read micrometers in a machine shop and others.

Practice course helps lathe operator learn skills better

The course really helps. In this sense, it is not a myth. Men are more mechanically inclined, but women can learn and can do the job.

Some women can't get along with men. I was a checker marker, and the men did not want a woman in the warehouse. They treated me like I wasn't there. When they found out I could do the job without leaning on them, they treated me like anyone else.

The machine is dirty and oily, but it washes off. If I left the machine dirty, the men would begin to resent me. If a woman does a job and holds her own, she will possibly be accepted. In Section 15, it helped to work around men on the broach, rotor drop-on and end shield repair.

Section 15 management should be commended for starting this Machine Shop Practice Course. They recognized a need and did something about it."

PAT STACK, supervisor, third shift Section 15, Taylor St.—"Al-

though Judy's mechanical aptitude is above the average for most employees, she is taking a course in machining on her own time for her own improvement. She is very quality conscious. She goes beyond the checking required and works a very complicated lathe which requires delicate tool adjustment for the right camfer on the shaft. Oil just drips off you on this job but it doesn't bother Judy."

BERNIECE GEVERS, first shift, Transformer, Building 19-1, set up ARTOS lead stripper—"I had been on precision winding for several years. Then in 1971, the ARTOS lead stripper set-up job became available. I asked my foreman if he would let me try. When he did, I was determined to learn the job.

The machine isn't difficult, it's more a matter of being careful and accurate and understanding how it works.

Men have complained about the dirt on the job, but it doesn't bother me. The blades used are sharp and there are pinch points on a lead stripper, but it is no more hazardous than a winding machine. The thing that bothered me at first was the hand truck; not how to operate it, but hitting something.

I feel women are reluctant to accept the traditional man's job because they fear they may do something wrong and be embarrassed. They needn't be. The men were very helpful and there was no resentment."

TOM REHRER, first shift Transformer, Building 19-1, supervisor — "There were comments from some men that Berniece would only last a couple weeks on this job. Her attitude and determination enabled her to do the job. She didn't ask or receive any more help than if a man had taken the job. She knew the men on this floor, though, which helped.

I believe many women don't ask for these jobs because they don't understand the job. Men tend to emphasize the hard part of the job, not intentionally, more to be protective and to make sure

a woman understands the complete job. We need to show the job to a woman the same way it would be shown to a man; explaining the total job including any hazards or heavy lifting required without over-emphasizing those aspects of the job just because a woman is applying."

RAVENNA (RUSTY) HAPNER, third shift, Section 15, Taylor St., set-up and winding — "I don't like a job where you just use your hands. It's too delicate. Although I liked the shell press job I had, the rest were boring, frustrating. I did terrible on the traditional female incentive job. About the best I could do was 100 percent efficiency. Since I can't hold still and need to keep moving, I looked for a daywork job. A progression of daywork followed: spoolmaking in which I changed 40 to 50 lb. arbors, fork truck, duradine, and molding machine where I did my own set up, changed dies and other things related to the job.

One of the toolmakers at Transformer once told me, 'There isn't much difference between a machinist or toolmaker and set up, so keep trying.' I know there is a difference there, but his encouragement gave me pride in my job.

When I asked for this job, some doubted if I could handle the 90 pound spools. I was bound to show them I could. I like to tear the machines apart and find out how they work and then keep them running.

Mechanically inclined? I don't know. Once I am shown something, I can learn and take it from there. I make my own adjustments to keep the equipment going and the area craftsmen appreciate this.

Girls must make decisions on their own, try things and not be afraid to ask the guys for help. I find that they want to help me. I have no trouble, they don't like a know-it-all, whether it is a man or a woman."

BILLIE WHITLOW, third shift, Section 15, Taylor St., supervisor—winding— "Women can handle it. Maybe some jobs are too heavy, but I've had good response from Rusty on her job. She has few complaints and is willing to learn. Even when she does have a problem and we are pressed for the machine to get production, she doesn't go to pieces. She takes it right in stride and goes ahead. The set-up men respect her, she asks for no quarter. Some mornings she has grease up to her elbows, but even so, she is very feminine. She's a perfect lady and is treated as such."

MARY VAUGHN, first shift, Section 14, Taylor Street, drill press and borematic — "It's all a matter of individuals. Some men don't like this type of work either.

Oil doesn't bother me, it's no different than end shield packing.

There was more tension on the end shield packing job than here—probably because it was boring and repetitious for me.

I didn't take this job for the money. I started at 50 cents per hour less. I took it for the challenge. The small drill press I operated was moved out so I asked for this job. I found it was no more difficult than coil inject, connect and weld or end shield packing. I am now making \$1.50 per hour more and, although I haven't given it much thought, it will help on my pension.

It is not a matter of being mechanically inclined, but it is learning why one drill works and

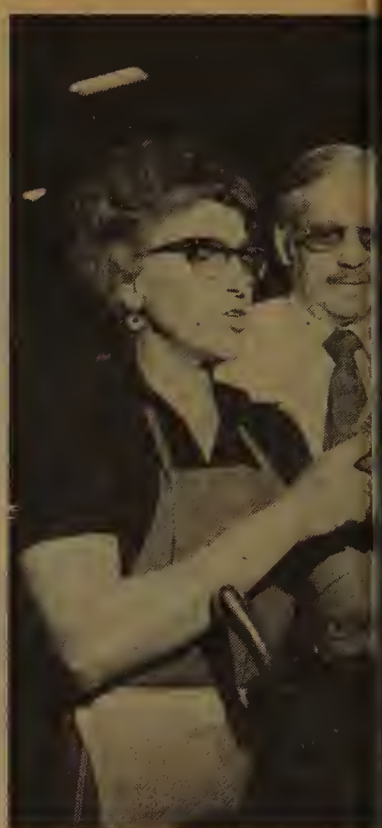
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Have you ever carried a basket of clothes or a small child? What's the difference?

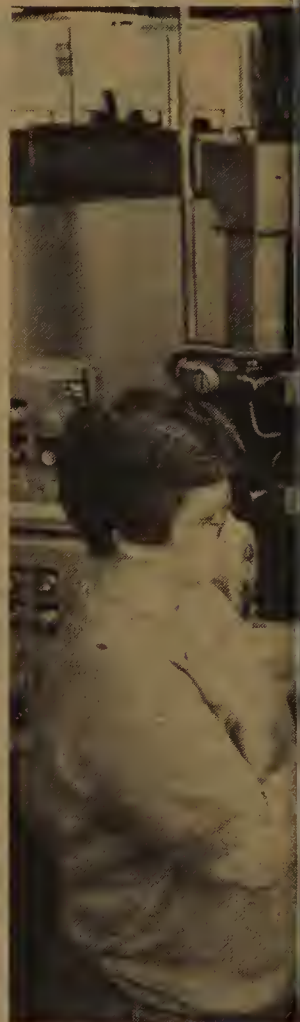


BEA PEDERSEN

'I wanted more than doing the same thing all the time for the same money'



MARY VAUGHN, M



ALVINA JOHNSON



JUDY COTTE



MARILYN HODGES, JOHN SNYDER



TOM REHRER, BERNIECE GEVERS



RUSTY HAPNER, BILLIE WHITLOW

CONTINUED FROM LEFT

another one doesn't. I even tough up a drill when needed. Yes, it is sometimes hot. So is connect and weld and it's no heavier than coil and inject.

My previous reluctance to take this type of work has the old 'cliche,' 'Men are the bread winners in the family.' This is not necessarily so. In addition, why shouldn't I realize my full potential the same way as anyone else?

The men made me earn my way, but what's new? I had to earn my way into the end shield packing group too."

MERL KEESLER, first shift, Section 14, Taylor St., supervisor—end shields — "I use the same approach with males and females, both will receive the same treatment if they can do the job. The same is true if they are black or white. I have encouraged females because the ones who have worked for me have done a good job. I believe it's a myth that men are more mechanically inclined than women."

MARILYN HODGES, vocational training at Central High School, General Electric Company Tool and Die Maker apprentice — "Maybe men are more mechanically inclined because of their exposure to this type of work. But, anyone who really wants to do this type of work by preparing for it, should be allowed to have the chance.

I work for the money, so why shouldn't I go where the money is? Women who do this type of work probably were interested in some sort of mechanics when they were young girls. However, the trend is changing. I followed my Dad around, learning that there is nothing wrong with a saw and hammer.

Besides, there are only so many clerical jobs, so all of us can't have one.

One problem is role modeling. There are very few women on these jobs on which to pattern yourself. I worked in a small shop outside Fort Wayne on a hand screw machine. It seemed like there was work beyond this that could be more interesting and lead to more money, and I kept looking. My family and friends also encouraged me to take all the math and science I could get in school. Now it has been 16 years since high school, but I'm not worried about the academic part of the apprentice school.

There has been no negative reaction from the guys. I expected it, but there has been none. I guess they are not threatened by me.

Yes, I did have negative reaction in the small shop where I worked, though. They wouldn't even let a woman near the grinders or the automatic lathes. The work was segregated into men and women's work.

My advice to other women is to try it. What have you got to lose? It's silly to be afraid of the noise or size of the equipment. There are ways to overcome weight and strength disadvantage. Using leverage, I can be as strong as anyone else.

As far as my ability to read drawings, I have no more problems than the guys who haven't been exposed to that aspect of the job. This work is not as hard as production work, and I find it cleaner.

Most women have to work, or some day they may have to in the future. So why not try a trade?"

JOHN SNYDER, General Electric apprentice school instructor — The opportunity is here for women to become tool and die makers. They will be accepted in the shop because of new attitudes. Marilyn doesn't require any more of my time than anyone else. She doesn't ask for special favors.

In terms of mechanical aptitude, she's on par with the rest of the class.

She's aggressive. She wants to be a tool and die maker. Academically, I have found she doesn't cram right before class like some of the guys do, and that can only mean she hasn't waited until the last minute.

The company encourages women to apply for the apprentice school and I do too. Girls at the high school level need to look toward this type of work. They should talk to their counselor and parents and prepare by taking math, science and shop training. The future belongs to those who prepare for it. I like a quote made years ago by Ben Franklin, 'He who hath a trade, hath an estate.'

ALVINA JOHNSON, first shift, GPM Broadway, Building 4-3, end shield machining — "Building 12 was being closed down and I was looking for a job. When I looked at this job, I could see it involved some heavy lifting. But there is a hoist available, so this didn't bother me. The oil and grease weren't a problem either, since I was raised on a farm and always taught to do things for myself. I even change the oil in my car.

Yes, it helps to be mechanically inclined, but this is a matter of individuals, not whether you are a man or a woman.

I try to get along with everyone, I wasn't concerned about working with men.

Money was not a consideration with me, although I probably get about \$1.50 more an hour now.

Women should look the job over and assess their own abilities. They know what they can do."

ELDON SCHOCH, first shift, GPM Broadway, Building 4-3, supervisor—end shields — "Alvina Johnson does an exceptional job. It has nothing to do with whether you are a man or a

woman. The Waddell is a machine responsible for all finishing work. Three-tenths tolerances are really tough to keep set up running. I don't see why any woman couldn't do the job if she has the drive not to give up."

BEA PEDERSEN, second shift, GPM Broadway, Building 4-3, drill press — "The opportunity for women on machining type work has been available at least 11 years. I started directly on the drill press here in 4-3. At the time, my husband was in the hospital and my work in Huntington was too far from home. The Company must have been convinced I could do the job.

Yes, I'm mechanically inclined. In fact, at one time I was the leading operator for the drill line and taught both men and women how to set up.

The cast iron drill jigs are heavy and the work is dirty. Dirt washes off, and regarding the weight: have you ever carried a basket of clothes or a small

'There are only so many clerical jobs, so all of us can't have one'

child? What's the difference? With 11 grandchildren, I know.

Harrassment—yes, there was some; greasing of drill handles and other things. But most men classify the type of people who do that sort of thing as misfits the same as I do.

My advice to other women is to try it. What have you got to lose? I have run multiple head winders, winding press, stacking machines and more. I like this better, besides, it pays about \$1.50 per hour more. It's the best way I know to get the things a family needs."

DICK BAUMBAUER, GPM Broadway, Building 4-2, manager of GPM Broadway Operations — Unfortunately Paul Boyer, general foreman, is on extended illness at this time; but speaking on Paul's behalf, I can say that Bea and other female employees like her working on traditional male jobs, personify Paul's and GPM Broadway's philosophy that we look for people to do jobs—not whether they are men or women. We believe from experience that people can train or be trained on any task they wish to tackle. There is no reason female employees should not submit 'JUMP' cards for jobs other than traditional female jobs. Desire is the prime ingredient."

More GE women who have shop operation jobs will talk about their work in next week's GE News.

General Electric News

IN FORT WAYNE, INDIANA

APRIL 7, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 12

NEWS NOTES

GPM Winter Street attains no reject record with Lennox

According to a recent report from Lennox, an important hermetic motor customer for the General Purpose Motor Department, Winter Street, there has not been a single rejection of a GPM order in the last year and a half. Records show that 243 orders received by Lennox in the past year alone were received without rejection.

Plant Manager Chuck Millick stressed that this kind of effort by Winter Street employees and the positive results it produces are necessary to build sales and maintain market edge with customers.

GE women begin exercise course

More than 50 GE women have signed up for a health program beginning Tuesday, April 11, in the GE Club gymnasium by responding to a coupon in last week's GE News.

Those planning to attend the 4:45 to 5:45 session should bring exercise clothes, although the class will be partly orientation and testing.

The program, coordinated with the YMCA, will last six weeks.

Slowpitch softball organizes league

There will be an organizational meeting for the GE Men's Slowpitch Softball League at 8:15 p.m., Monday, April 10, in the GE Club, 1030 Swinney St.

Anyone interested in entering a team should plan to attend and also contact Bernie Ebetino, Ext. 2402 or at home, 456-8841.

Tennis to start season play

Men's and Women's Tennis Leagues will be forming at 2 p.m. April 22, at the GE Club, 1030 Swinney St. All those interested in playing in the leagues are asked to attend the organizational meeting. Mike Peden is league chairman this year and should be contacted if there are any questions about the start of the season. Call Ext. 2042 for information.



DAVE GIFFORD



DAN McDONALD



GENERAL MANAGER Dave Gifford was in Fort Wayne recently to review the current business situation with Hermetic Motor Operation salaried employees. He met with Operation Manager Dan McDonald and his staff prior to his presentation, which outlined a sales growth year for the department in 1978.

Hermetics seeks new domestic accounts

The Hermetic Motor Operation, which currently employs over 520 people in Fort Wayne, is expected to continue its strong business year according to a recent address by General Manager Dave Gifford.

Gifford voiced the optimism at a recent business review attended by HMO salaried employees. It followed a day long visit for the Holland, Michigan based manager which included a series of meetings with Fort Wayne Hermetics Operation Manager Dan McDonald and his staff.

In discussing the market strategy for the coming year, Gifford said, "We will be trying to hold our share with the core customers and concentrate on new domestic accounts."

"Our new account strategy is basically designed to offset the impact of vertical integration (customers making component parts themselves instead of buying them from GE)."

Gifford said the coming year would include significant investments in the business to secure sales. Investments are expected to include development of new products and equipment to meet the rapidly changing product requirements; and at the same time offset inflation. "We do not expect to stop in 1978 either, we plan to make even greater investments in 1979 and into the 1980's."

Expenditures in 1978 will be aimed at cost reduction in order to overcome the inflation-pricing gaps, he stated. In 1977 HMO was able to recover only about two-thirds of the inflation by pricing. "So we know pricing is not the answer—it must be done through improved productivity." Gifford cited cost of quality as a priority area for improved costs.

In discussing output, the manager said he expected continued seasonal variations of sales which is characteristic. However, efforts were being made to load level the factory by building finished inventory during slack periods. This action, however, requires additional inventory costs which must be offset by the benefits of load leveling.

To improve the safety record in Fort Wayne, Gifford said an all-out effort would be underway to involve all employees in a safety awareness program to reduce hazards and accidents.

Speaking of employee health, he said significant expenditures are expected for machine enclosures to reduce noise, in addition to participation in the Division's medical monitoring program.

In discussing the accomplishments of 1977, Gifford commented that

Please turn to Page 4



A CRISIS LINE, using a computer operated order-message system already in place, was vital in keeping in contact with customers during changing weather and power curtailment situations this winter. Linda Borgmann, sales systems specialist, is shown operating the keyboard which enabled production changes to meet customer demands during crucial lost production periods.

'Crisis line' links customers to plant when coal strike, winter threatens

Despite precarious conditions relating to electrical power curtailments, coal strikes and blizzards, customers have been forced to relay only a few cases of any major lost production to the Division's Components Sales Department (CSD).

Early in the strike period as the electrical energy shortage loomed closer, CSD established a "crisis line" reporting system to keep track of circumstances affecting customers. The system required each of the 42 CSD sales offices around the country to make daily reports on customer shutdown problems. The reports were entered via a Message System routine included in the computer order system used by each office. It provided instantaneous print-outs in Fort

Wayne and thus enabled the Division headquarters and product departments to have an up-to-date daily summary during crisis times.

This was the second year for utilization of the "crisis line" system—it was implemented last winter during similar hard weather situations.

This year, the Midwest was the only section of the country that actually encountered energy curtailments, primarily in Indiana and Ohio. Many customers in these two states faced the same 25 percent power cutback that was imposed on General Electric operations here. Customers also invested in diesel generators similar to GE and by combining this with other conservation methods, nearly all

customers managed to keep production rates at near normal levels during curtailments.

Weather shutdowns, however, were not as infrequent.

The "crisis line" quickly identified several blizzard related production problems in January and February.

The same Midwest blizzard that caused lost production in Fort Wayne had the same effect on major customers such as Copeland, Lennox-Columbus, Tappan, Barnes, Tecumseh-Marion, Whirlpool and Addison.

February storms in New Jersey and New England created havoc with customer schedules on the east coast with 2-4 days lost production. These key customers included Taco, Allied

Please turn to Page 2

Women enjoy shop area type jobs



PAT HILL, BOB SHUSTER

It doesn't always
fall into place
immediately, but with
patience, you can
master it

This is the second in a series of articles in which Equal Employment Opportunity specialist Don House interviewed GE women who have machinist-type jobs. What follows are the candid and sometimes pointed comments by this female shop operation jobholder and her supervisor.

PAT HILL, Second shift, GPM Broadway, Building 4-5, grinder incentive rate — "I wanted more than doing the same thing all the time for the same money.

Seven or eight years ago, the borematic job on 6-4 came open. I thought I would try for it, but the first thing I did was talk to the men and see if they would accept me since there had never been a woman on the borematic. They said they would accept me. Then, when I began, Roger Karr was the instructor. He made me do my own set-up and I knew the drawings and tolerances for AC end shields from my inspection experience. I wasn't afraid to ask questions.

Some women are very mechanically inclined, but I don't consider myself to be. However, I can learn by working problems out myself. And once you get familiar with machines, it all falls into place. It doesn't always happen immediately, but with patience, you can master it.

The grinder is not really hard. It's just different than a lathe, although both have tight tolerances.

The P&J's were heavy, dirty work, but I enjoyed it. The variety made it interesting, particularly trying to keep as many machines running as possible. It was very dirty, but it all washes off. With night worker bonus, I make over \$2 more per hour than on inspection.

My advice to other women is to try it. You have to put yourself in the same frame of mind as the man. In other words, you are two equal people. I ask for no favors. Just treat me like a person. And with that attitude, they do."

BOB SHUSTER, first shift, GPM Broadway, Building 4-5, D.C. specials supervisor — "I have trained a lot of women on traditional male jobs over the years. If they are willing to learn, and we have the right guy who has no hangups to train her, they do as well as men. Pat fits the pattern. She's willing to learn, has previous experience, and makes normal progress. She is working two and three tenths tolerances on an internal grinder. It would take six months to a year to really learn this job completely, man or woman. I treat a man or woman the same way, and a woman should expect this to gain acceptance. If it's heavy, use a hoist. I don't want anyone hurt, man or woman."

POP lists latest job placings

The following is a list of those individuals selected for position in the Promotional Opportunity Program (POP). The job number is followed by the position title and the candidate selected. Job numbers missing have either already been published or will be as the position is filled.

174 — SMD Specialist, systems and programming; Ken Clark.

190 — GPM Programmer, regenerative systems; Jim Reineohl.

193A — E&CRO clerk, in the Health and Safety Record System; Fern Fry.

194A — ACSO Wire Mill office machine operator; Ramona Roussey.

195 — STBD transformer design engineer; Bruce Roth.

196A — Division Finance data processing machine operator; Cheryl Finzer.

197 — GPM design and requisition specialist; Jim Stout.

199 — STBD computer operations specialist; CAN-CELLED.

203 — STBD computer operations specialist; Joe Cucinelli.

CRISIS LINE

continued from Page 1

Thermal, Marlow, Boston Gear, Dunham Bush and others in the region.

Well over half of the customers affected by these weather shutdowns have already scheduled Saturday work or longer work shifts to recover lost production—an indication of the strong market demand in the present economy.

To assure trust in GE as a dependable supplier, CSD General Manager Don Barlow also sent a message to district sales managers and engineers about the generators purchases and other measures taken to assure continued shipments. This helped give customers confidence that GE products could be relied upon during the crisis period.

"Crisis line information in many cases indicated that we could not make assumptions that a customer didn't need motors because of bad weather," said Terry Gautsch, manager of field sales operations.

He said that customer emergency shutdowns combined with the weather days lost in our plants greatly complicated the scheduling problem, especially since customer demand for products remained heavy throughout the period.

"It was great to see the response to the rescheduling and extra production effort by all plants in satisfying these extraordinary customer needs. It will help us earn added business for the remainder of 1978," Gautsch commented.

CLIP AND RETURN BY APRIL 12

NONEXEMPT COURSE ORDER BLANK

Check below the courses in which you would enroll:

- ☐ **Beginning Shorthand**
(Covers basics of shorthand-brief forms, symbols, etc.)
- ☐ **Intermediate Shorthand**
(Emphasizes dictation, transcription speed and accuracy)
- ☐ **Advanced Shorthand**
(Concentration on speed building)
- ☐ **Accounting for Secretaries**
(Deals with bookkeeping skills needed in the office)
- ☐ **Communications**
(An aid to listening, speaking, reading, and writing)
- ☐ **Records Management**
(Methods and procedures of monitoring business records)
- ☐ **Human Relations**
(Study of human behavior, motivation, relationships and human aspects of work)
- ☐ **Machine Transcription**
(Training in use of transcription machines)
- ☐ **Effective Listening**
(Focuses on listening process and how to improve)
- ☐ **Effective Reading**
(Helps participant to read faster and improve comprehension and retention)
- ☐ **Statistical Chart Preparation**
(Tips on making better charts)

Indicate the two best days for you to attend classes—show first (1) and second (2) choices:

Monday _____ Tuesday _____ Wednesday _____
Thursday _____ Friday _____

Name _____ Ext. _____
Supervisor _____ Location _____

MAIL COUPON TODAY TO: Lois Neloms
Building 21

Courses offer special training

The coupon order blank at left is provided for nonexempt salaried employees who are interested in broadening their on the job skills.

The courses listed are being planned by General Electric and the Indiana Vocational Technical College (Ivy Tech) in Fort

Club plans events

Since the electricity curtailment at General Electric has eased, the following events have been re-scheduled at the GE Club, 1030 Swinney St.: Club Bingo—May 13, Pensioner's Potluck—May 9, Pensioner's Euchre—April 25 and May 30, Fishing School—May 11 and May 18.

Wayne.

The classes are to be held on Company premises after regular working hours, possibly 5-7 p.m. Course instruction is expected to be once or twice each week for 9 to 12 weeks, depending on the course.

There is no charge for the class or needed materials; and, if desired, credits can be obtained for an Occupational Certificate from Ivy Tech.

Please check the course in which you would enroll and the days best for you to attend. Depending on response, two or three courses will be offered as soon as arrangements can be made.

Clip and return the coupon by April 12, to: Lois Neloms, manager of employment, Building 21.

General Electric News

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100 Years of Progress for People



LONGEST CONTINUOUSLY married couple honors at a recent Annual Ladies Night Dinner Dance for the Elfun Society were awarded to Mr. and Mrs. Fred Wilson in helping celebrate GE's 100th and the Elfun's 50th anniversaries.

Elfun tribute 100th and 50th anniversaries

The Elfun Society, which is celebrating its 50th anniversary year, has gone from a highly social and financial institution in its inception to an organization of expanding interests today.

In addition to furthering fellowship within GE management, Elfun members have a role to play in community service, spokespersonship and preserving GE's heritage.

Community service, according to a recent address by Reg Jones, chairman of the board and chief executive officer of the Company, means taking on civic affairs as Elfun activities.

Don French, local Elfun chairman, said one way the local chapter has responded is by sponsoring various worthy causes such as the Boy Scouts.

He said that the outcome of spokespersonship is building of understanding between GE and the community. Jones, in his address to Elfun in Nela Park, suggested studying specific issues and legislative proposals, developing a well reasoned position that advances the public interest and then building sup-

port for the position among influential people.

One aspect of the way the local Elfun's attempt to preserve GE's heritage is by being the distributing point for "The Steinmetz Era," and "The Edison Era," the first two volumes in a series of historical chronicles of GE's past.

The books sell for \$2.95 each. They can be obtained by mailing your name, address and check or money order (payable to the Elfun Society) to: Bill McShain, Building 18-3, 1635 Broadway, Fort Wayne, Indiana, 46804. Specify that you are ordering "The Edison Era," "The Steinmetz Era," or both.



OVER 68 COUPLES attended a recent Elfun Society Dinner dance which was co-hosted by: Mr. and Mrs. Dan Waad, Mr. and Mrs. Gardan Bell, co-chairmen of the dance, and Mr. and Mrs. Dan French, Fort Wayne chapter chairman.

DIVOT DIGS

By Jill Whetsel

Golf League play is scheduled to begin in May, and the playoffs are scheduled for September 23. Anyone who isn't signed up for a league can contact one of the following league managers to find out if there are any openings.

Ladies League-Maureen Murtough, Taylor St.
Monday Nite Brookwood-Lee Shaw, 4-6
Monday Colonial Oaks-Mel Guillaume, 31-2
Tuesday Nite Foster-Ray Benshenstein, Taylor St.
Tuesday Nite Brookwood-Jim Nord, 4-6
Wednesday Nite Brookwood-Pete Gorrell, 19-3
Wednesday Nite Foster-Roy Brokaw, 19-2
Wednesday Nite Brookwood-Don Morris, Winter St.
Thursday Nite Foster-Bud Snyder, Taylor St. (14)
Thursday Owl League-Terry Dorman, 7-2

Our Golf League chairman for 1978 is George Haggenjos. George works in 32-1 and his phone number is 3476. I'd like to thank George for tackling this job; as I know he is plenty busy with his own job, and this is a lot of extra work.

We have set a date for the Spring Florida Scramble...May 20 at Colonial Oaks. Hopefully, all the water will be off the greens by then, and the weather will be fantastic for the tournament!

So, polish up your putters and try to get a few strokes in before May.

Hotpoint offers cash rebates with discounts

Employees can reap substantial savings by purchasing selected Hotpoint major appliances between April 1 and May 31 with a combination of cash rebates in addition to employee courtesy discounts.

Included among the 10 appliances are four range products: Model RB747V self-cleaning, free-standing, 30-inch range — \$25 cash rebate plus \$60 discount; Model RB788GT self-cleaning, free-standing, 30-inch range with ceramic cooktop and black glass door with window — \$25 factory rebate plus \$85 employee

discount. Also, Model RH966GW Hi-Low Cooking Center with microwave upper oven, lower self-cleaning conventional oven, and cooktop — \$50 rebate plus \$110 courtesy discount; Model RE944V Countertop Microwave Oven with solid-state controls for three-way cooking — \$25 rebate and \$60 discount.

Two Potwasher multi-cycle dishwashers carry \$20 factory rebates: built-in Model HDA912 which has a \$45 discount, and Convertible Model HDB877 with a \$40 discount. Model HCH611 Convertible Trash Compactor has a \$20 cash rebate plus an employee discount of \$35.

The deluxe Model CTF21GW family-sized refrigerator carries

a \$50 factory rebate, and a \$65 discount for employees. It has 20.8 cubic feet of storage space, and features an adjustable meat storage compartment, four adjustable Porta-Bins on door, and two shelves in the 6.93-cubic-foot freezer compartment.

A heavy-duty washer and dryer pair will bring a \$40 cash factory rebate: Model WLW5704T washer offers Handwash, automatic soak, extra rinse, and rapid wash cycles. Added employee discount for the pair: \$70. Model DLB-DLL dryer (electric or gas) has timed and automatic Sensi-Dry cycles, plus drying selections for permanent press-poly knit, normal and delicate heat.

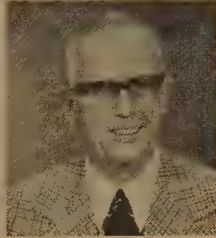
RETIREMENT REFLECTIONS

Plans of pensioners take shape

PAUL W. ARNOLD, 36 years' service, **SINCE 1941** started as inspector in the General Purpose Matar Department **RETIRED APRIL 1978** leader in GPM, Winter Street **PLANS:** "Finish home projects and enjoy life."



ERNEST W. KRAUSE, 36 years' service, **SINCE 1941** started as an assembler in the Specialty and Fractional Horsepower Matar departments **RETIRED APRIL 1978** welder in the Hermetic Matar Operation **PLANS:** "Take a vacation and enjoy myself."



BLANCH CLANCY, 27 years' service, **SINCE 1950** started as silver selder in the Fractional Horsepower Matar Department **RETIRED APRIL 1978** connect and anchor leads in the Specialty Matar Department, Taylor Street **PLANS:** "Relax and spend time with my great-grandson."



FRANK M. MOODY, 37 years' service **SINCE 1940** started as a designer **RETIRED APRIL 1978** product design engineer, Specialty Matar Department



EDITH E. DREIFKE, 27 years' service, **SINCE 1950** started as general clerk in the Fractional Horsepower Matar Department **RETIRED APRIL 1978** timekeeper in the General Purpose Matar Department **PLANS:** "Take life a day at a time."



HENRY R. REIDENBACH, 47 years' service **SINCE 1930** started as a stacker in the Fractional Horsepower Matar Department **RETIRED APRIL 1978** materials systems specialist in the Specialty Matar Department



DALE D. EDINGTON, 35 years' service, **SINCE 1942** started as an apprentice **RETIRED APRIL 1978** surface grinder in the Appliance Components Support Operation **PLANS:** "Take a trip to Florida."

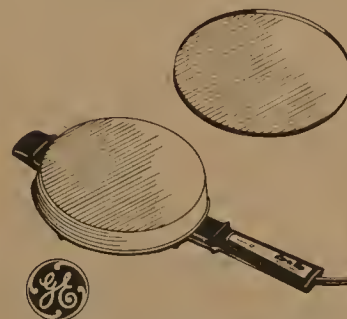


ROBERT SCHULTE, 36 years' service **SINCE 1942** started as plant engineer in Building 20 **RETIRED APRIL 1978** Area Services engineer in Installation and Service Engineering on East State Street **PLANS:** "I indulge in a new hobby, photography and enjoy my leisure time."



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THE EMPLOYEE STORE

1030 Swinney St. 11-5:30 Weekdays

ART

Employee gallery displays talent, enhances wallspace at SMD

Rarely have employees outside interests and talents blended so compatibly with work as they presently do in the Specialty Motor Department headquarters office at Broadway.

There, a division-wide art gallery enhances the walls of the office reception area with works done mostly by GE employees and their spouses.

It includes a wide range of materials.

Ruth Seigel (wife of retired SMD designer Jack Seigel) has pressed flowers and butterflies framed beneath glass, still lifes, oil landscapes and impressionistic flower bouquet oils hanging on several walls.

Lola Rehling, order service file clerk, has a number of pastels and pencil drawing portraits gracing the office wallspace.

There is even a Junior Achieve-

ment decoupage plaque and a set of wood-carved native masks from Malaysia in one of the groupings.

This pleasantly diverse collection started being brought together in 1970 when the office was re-decorated. "We began by checking out artwork from the public library until we soon discovered how much demand there was for the few good things they have," said Estel Sewell, General Manager Bill Fenoglio's secretary.

"Then we called Ginny Burkett (Taylor Street SMD communicator) to bring some of her works in and that got it all started," said Estel.

Since that time, Beverly Has-kins, Mrs. John Fleischman, Alice DeLong, Jill Whetsel, Dawn Holden, Teresa Holden, Karen Holden, Vicki DeGrandchamp, Leslie Gebert, Carolyn Seyboldt,

Charlie Curtis, Madelin Reidenbach, Cindy Rinker, and Harold Gick have all contributed to the gallery at times.

"You have to practically beat some people to get them to bring in some of their work," said Estel, "because so many of them say they aren't good enough to have something hang in the front office. But we usually find some of the loveliest things if we keep after people. Bill Bledsoe is one of those we've been after to bring in a painting for the past two or three years."

Lola Rehling, who works on the same floor as the Building 4-6 gallery, said, "When I bring in a painting I usually sneak it down early in the morning. I guess the

reason people are so shy is that they do artwork for the personal satisfaction, not for notoriety."

"It gives me a feeling of accomplishment to finish a painting, though. And I think it's terrific there is somewhere in the company for an opportunity to display art. It makes you happier

to work someplace like that," she commented.

According to Estel, the gallery is available to all employees and their families, no matter what department or job level. Those interested in exhibiting in the office area should contact her at Ext. 3663.

HERMETICS Continued from Page 1

"sales were above expectations — it was a good year."

He warned that return on sales, however, was off from what it was in 1976 — but the objective is to beat this in 1978 — "and I think we'll get well above the goal."

Gifford complimented the Fort Wayne Operation for "doing a good job at controlling costs and assets."

Gifford closed his presentation by thanking all Fort Wayne employees for their efforts in 1977 and encouraging all to "work together in 1978 to make it a year we can all be proud of."

Courtesy discount usage increases

About \$15,000 more was paid out in employee courtesy discounts in 1977 compared to 1976 in the Fort Wayne area.

To be exact, local employees received \$73,206 in discounts in 1977 compared to a total of \$58,153 the year before.

"We don't have the statistics readily available to know exactly what items employees are purchasing more rapidly than they did before," said Chauncey Miller, benefits manager, "But the people who process the courtesy discounts tell me the largest volume of any one item recently has been CB radios."

Other stand-out purchases by employees, Miller said, include televisions and air-conditioners, depending on the season of the year.

One reason the benefits manager said the totals have been increasing is possibly attributable to the improving economy and

the increase in homebuilding.

"Homebuilding especially affects the purchase of major appliances," Miller commented, "but the kinds of major appliances seems to have stayed pretty well mixed, without any single appliance necessarily standing out among the others."

In applying for courtesy discounts, Miller recommends that employees make sure the payroll department has the employee's most current home address. "When we compare the address on the dealer invoice with the address in payroll and find a difference, it sometimes takes longer to process the discount check and causes an increase in the amount of time it takes to issue the discount," Miller said.

There are two points employees should also remember to check carefully before they make a purchase:

1. Model — the particular mod-

el of the product you select must be listed as eligible for a courtesy discount.

2. Sales Invoice — you must obtain an invoice from the dealer which clearly states the following required information:

- Your name.
- The General Electric or Hotpoint dealer's name and address.
- The products purchased and complete model numbers.
- The address to which the products were delivered.
- The actual date of delivery.

After making a purchase, take the copy of the invoice received from the dealer to the payroll office. This must be done within 30 days after delivery, or, in the case of products purchased from a builder of a new home, within 30 days after you take title. Pensioners should send their invoice to Pension Plans Accounting, Building 5, Schenectady, New York.



ONE OF THOSE who has exhibited artwork in the front headquarters offices of the Specialty Motor Department in Building 4-6 is Lola Rehling, order service file clerk. Here Lola is surrounded by two postels and a colored pencil portrait which are currently on display.

*ADLETS

FOR SALE

'75 MAZDA WAGON, RX3, 17,000 miles, \$2425. 749-5633.
'74 HONDA 450, Sissy crash bars, 9,000 mi, new tire chain. 482-1003.
GAS RANGE, 30" copper, good cond., \$75. 485-4549.
'73 KAWASAKI 90CC, ex. cond., low mi. 622-4432.
PLOW, John Deere A & 2-14, \$1050. 1-244-7785.
STOCK WHEELS for '76 KZ750 Kawasaki, \$100. 749-2706.
LAWN SPREADER-Seed Fertilizer, all steel, like new, \$15. 456-1011.
ELECTRIC POWER MOWER, Lawnboy, 440-1142.
'75 TRUCK CAMPER, slps 6; 10 gal aqua, all equip & stand, \$25. 432-6285.
STOVE, elec. avacado, 30", good cond. 637-6030.
ANTIQUÉ CEDAR CHEST, small maple chest 14x12x26, 4 dwrs, \$20. 485-1709.

TYPEWRITER, Underwood, 84 char, good cond., \$15. 484-7393.
'75 BEELINE 17' self-cont., slps 6, used 3 times. 693-3458.
BEDSIDE COMODE, chrome adj legs; walker, alum. 485-0398.
AIR CONDITIONER, 11,000 BTU, \$65. 639-3196.
BASEMENT SALE Apr 14 & 15, 4432 Arlington Av, furn, ceramics, etc.
42" ROUND DINETTE w-4 chairs, dark maple, ex. cond., \$150. 625-4558.
AVON BOTTLE COLLECTION, 50 choice old bottles, \$150. 493-2633.
BOY'S BIKES, (1) 24" 10 spd, (1) 20" 5 spd, good cond. 456-2305.
OIL PAINTING, 39"x51" w-bronze wood frame. 483-8533.
'74 CUTLASS 5 OLDS, very good cond. 489-9528.
ROOM DIVIDER, wood base & wrought iron trim, make offer. 432-3305.
'74 VEGA HATCHBACK; '64 Dodge truck. 485-2002.
NYLON RUG, 10x12, just cleaned, \$50. 447-6989.
HOLIDAY RAMBLER TRVL TRAILER, 27', many extras. 446-7092.

GAS STOVE OVEN, 30" copper tone, works good, first \$50. 745-1645.
GIRL'S BICY, 26"; 45 sq. ft. blue carpet; 5 hp outboard. 483-5477.
BEDSPREADS (2) twin sz & 2 pr matching curtains. 484-5353.
'69 CHEVY 3/4 ton pickup, asking \$500. 637-3482.
DOBERMAN, papers, 7 mos. old. 483-5180.
'64 VOLKSWAGON-call for more information. 749-9330.
40' of roller conveyor; 9x7 fibergalss door, \$50. 1-592-7279.
10" SCHWINN "lil" tiger bike, ages 2-5, good cond., \$20. 637-3752.
MEN'S CLOTHING, shoes, hats, ex. cond., reas. 456-4851.
DINETTE SET, 5 pc, 5 yrs. old, good cond., \$20. 747-1315.
KITCHEN TABLE & 4 chairs (round table). 744-2586.
'70 LTD FORD, 1 owner, good mech cond, tires, \$600. 432-9138.
'73 MONTE CARLO, 350, V-8, air, power, 33,000 mi, \$2450. 483-0766.
'75 YAMAHA, 175 CC, 3000 mi, good cond. 485-2810.
FUNK-WAGNALL Encyclopedia, 48 vol-king sz ppd, hd brd. 747-3755.
WHITE SPOKE WHLS (4), fits Blazer or 1/2 ton 4 wd, \$100. 1-488-2677.
15' FIBERGLASS RUNABOUT, 40 hp El Johnson mtr, \$700 firm. 745-7161.
SCHWINN BIKE, 10 spd + 2 13" tires; metal car-top carrier. 447-4427.
26" GIRL'S BICYCLE, wh, 5 spd, Wards, \$30. 749-0618.
NEW CORNER SOFA, refig, dryer, mattress & box springs, misc. 637-5675.
SEWING MACHINE, Sears, ex. cond., \$125. 747-6574.
TIME CRNRS, brick rch, 2 bdrms, liv, din, fam rm w-frplc, lg lot. 672-2143.
WOOD LATHE (Sears) + access, 1/2 hp, 4 spds, 12" dia, 39" lgth, hvy dty. 357-5026.
CHEST OF DRAWERS; checkout counter. 747-0160.
14' PARTY, barg top, lites, trlr, 35 hp El-Merc A-1, \$1300. 745-7161.
TWIN BED, inner spring mattress & box springs & frame. 439-5721.
'76 KAWASAKI KZ900, \$2000 firm. 489-5931.

ANTIQUE round oak ped. table, 4' dia, 6 chairs. 485-5449.
'69 CHEVELLE SS 396, 4 spd; '73 SL350 Honda, low mi. 432-2316.
'76 HONDA CIVIC, radio, rstprf, 17000 mi, 4 spd, \$2500. 747-2184.
CUB SCOUT UNIF, sz 12; boy's roller skates, sz 5, ch typwrtr. 747-4354.
GUITAR, Gibson, 2 pickups w-case, \$265. 432-7257.
AIR CONDITIONER, 10,000 BTU, \$200. 744-3854.
BICYCLE BABY CARRIER, like new, \$10. 745-3042.
'72 IMPALA, 17 mpg, new brakes, muffler, dependable, \$900. 493-1427.
GAS STOVE, good cond, \$75. 745-1069.
'58 PACKARD, 4 dr, PS, PB, V-8, auto, good cond., \$650. 432-4611.
WEIGHT SET w-bench & leg lift, 110 lbs., ex. cond. 749-0067.
'76 PINTO SQUIRE WAGON, 4 spd, luggage rack, 20,000 mi. 478-1155.
'72 PONTIAC VENTURA II, 6 cyl, PS, good tires, \$1600. 447-3662.
'64 CORVAIR MONZA, auto trans. 747-5874.
BDRM CARPETING & -pad, used, nylon. 485-9505.
SEWING MACHINES (2), very good cond, \$30 ea. 1-723-5460.
'69 CAMARO, st strip, nice, \$1800 or make offer. 745-7827.
'73 PINTO, wrecked, but driveable, \$200. 432-2414.
HYDRAULIC JACK for bathtub, wicker office chair, ex. cond. 483-0318.
POLICE SCANNER, 8 crystals; men's sport coat, slacks, sz 40. 456-4851.

WANTED

LARGE SIZE CHILD'S TRICYCLE. 482-1226.
3-WHLR GO KART or mini-bike. 1-281-2326.
TO CUT GRASS, must have mower with bag. 483-1757.
2 SMALL CHAIR SEATS, caned. 745-1528.
WOODEN PORCH SWING w-frame, approx 4'. 744-9479.
GUITAR, 6 string Yamaha preferred, reas. 447-9928.
22" POWER MOWER, Briggs & Stratton engine. 747-3755.

10 GAL. AQUARIUM. 484-0107.
LIONEL & American Flyer trains, any cond. 724-8011.
MOTOR for Ford truck in good cond., 302 or 360. 637-5037.
3-WAY REFRIGERATOR for camper, used. 447-7185.
TV STAMPS, have S&H green stamps to trade. 446-6233.

FOR RENT

HOME, 4 bdrm, fenced yard, no pets, close to Bdwy GE. 447-4070.

FREE

CONCRETE WASH TUBS w-stand. 432-2734.



GE cafeterias featuring...

MONDAY, APRIL 10 — homemade navy bean soup, polish sausage, baked beef hosh, **TUESDAY, APRIL 11** — hammode beef and noodle soup, hot beef sandwich, creamed chicken on a biscuit. **WEDNESDAY, APRIL 12** — hammode vegetable soup, solisbury steak, beef and noodles. **SPECIAL:** Mexican Fiesta Plote. **THURSDAY, APRIL 13** — hammode limo bean soup, liver and onions, hamburger pie with potato tapping. **SPECIAL:** worm cobbler. **FRIDAY, APRIL 14** — home-made chicken noodle soup, corn beef and cabbage, mocarani and cheese. **AVAILABLE DAILY:** assorted sandwiches, assorted solids and desserts, vegetables, whipped potatoes and french fries.

***ADLETS**

GE NEWS BLDG. 18-3

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Found

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Address _____ Bldg. _____

Home Phone _____

* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

General Electric News

IN FORT WAYNE, INDIANA

APRIL 14, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 13

GE sponsored achievers get best company award

In front of a Memorial Coliseum crowd said to be the largest sit-down dinner served in Northeastern Indiana, a General Electric sponsored Junior Achievement company was named Company of the Year Tuesday night representing the best of 74 high school companies sponsored by businesses and industries in a six-county JA area.

The company, X-10-Tion, is sponsored by the Specialty Motor Department in Fort Wayne.

X-10-Tion's president (Scott Larsen), vice president of personnel (Marilyn Secrest) and secretary (Kim Larsen), were also selected by a panel of industry executives and community leaders as top officers of the year. In addition, there were five officers of the year finalists, two \$1000 sales club honorees, the top \$250 scholarship winner, an essay contest award winner, the first runner-up annual report editor and other award winners among the company's 18 student members.

In the words of X-10-Tion's coordinating advisor, Gene Andert, "They set their goal seven months ago to be the best, and now they are."

To receive the recognition, X-10-Tion was operated like a free enterprise model company. They

sold shares of stock, manufactured two products, marketed them, and liquidated their profits in April.

On a sales volume of \$5030, X-10-Tion showed a \$733 net profit after tax. Their return on sales was 14.6 percent. Their 47 stockholders received back \$2 on each \$1 invested. With profits, X-10-Tion donated \$400 to JA for an attendance board. The balance of profits were split among the 18 members as sales bonuses.

Profits were the result of door-to-door sales, lot sales to commercial businesses and retail sales to the public at Glenbrook Mall during the annual JA Trade Fair. X-10-Tion's products were an extension cord made to suit several preferences for length and an "earth mirror," made in several styles and colors. They sold 480 extension cords and 256 mirrors.

Among the 2000 area teenagers competing for the top honors, were the students in GE's other four JA companies: Fancy Wood Things, Superlite, The Chargers, and General Techniks. There were more than 20 employees from the various product departments who donated their time as advisors to JA this year.

In addition to X-10-Tion winners, Jerry Heyman, of the Chargers, was honored at Tuesday's JAFE (Junior Achievement is Free Enterprise) Banquet in recognition of individual sales of over \$1000.

Assisting Gene Andert as advisors of X-10-Tion were: Henry Reidenbach, Dan Beckman, Wynn Hazen and Doug Lohse.

In addition, Jim Warren, General Purpose Motor Department General Manager, served as Corporate Secretary of the JA Board of Directors this year.



If you think there's a parking problem today, just take a look at the way it was in 1953

This picture from historical files shows the Lindley Avenue parking lot as it looked at 3:10 p.m., September 23, 1953. Today the same lot is organized for more convenient entrance and exit by employees. When parking was as shown, imagine what you would do if you were called home unexpectedly during the day?

Some people would rather have a better parking place than a raise

After a long, snowy winter when few extra parking spaces were available because of snow-pile accumulations, employees might tend to relax their parking habits as they arrive at less congested lots nowadays.

However, as a recent interview with Plant Protection Chief Tom Corneil reveals, there is an ongoing need for people to exhibit

courtesy in employee lots.

Plant Protection Officers, whose job includes enforcement of designated area stickers, are constantly watching the lots to improve and control problem areas.

Recently, barriers were installed in Fairfield Lot areas to help employees find their designated lot and an officer has been stationed in the green lot on Lindley Avenue to help control parking there.

Officers are also continuing to enforce sticker violations when necessary. They have had about six cars towed this year for improper parking.

"I'm not aware of any lots where more stickers have been issued than there are places to accommodate them," said Corneil, "so most of our problems stem from people who try to get closer to where they work than they should."

Where pavement has been marked off in yellow, it is illegal for employees to park. Marked off areas include emergency access areas, truck unloading zones, entrances and fire lanes.

In an attempt to suggest ways that employees can help themselves regarding parking, Corneil offers the following tips:

1. Make sure you have a sticker

on your car with a number on it that has been recorded in your employee relations office. It helps find the owner's cars with their lights left on and other situations that can benefit the car owner.

2. When you get a sticker, make sure you park in the lot designated as the proper area.

3. When parking, position your car so it takes up one space. Cars parked incorrectly take up much needed spaces and cause problems for other people in getting in and out of their cars.

4. Put your sticker where it can be seen, either in the lower right-hand corner of the windshield or on the back of the inside rear view mirror where it can be seen from the front.

INSIDE:

Fishing School,
Page 3

Elex Cruise,
Page 2

Women on the job,
Page 2

**Don't forget
NATIONAL
SECRETARIES
WEEK
April 23-29**



COMPANY OF THE YEAR honors in a six-county Junior Achievement area were won earlier this week by a General Electric sponsored company. From right (standing) are Specialty Motor Department advisors Dan Beckman, Wynn Hazen, Henry Reidenbach; SMD General Manager Bill Fenaglio; and Coordinating Advisor Gene Andert. To Gene's right is Marilyn Secrest, Scott Larsen and Kim Larsen, named officers of the year by the JA Board of Directors. John Larsen, General Purpose Motor Department specialist-manufacturing projects, is Scott and Kim's father.

Office work just not core repair machinist's 'bag'

This is the third in a series of articles in which Equal Employment Opportunity Specialist Don House spoke with GE women who have machinist-type jobs.

ROSE NAGEL — first shift, Hermetic 17-1, Stator Core Repair — "I was a mechanical inspector for a number of years and I wanted something different.

As for grease, cuts, oil, etc., I was raised on the farm and I am used to it. Maybe women refuse the job because they want to keep neat and clean. It doesn't bother me, I go directly home from here.

Tolerance is no problem, because gauges are provided. I don't think men are more mechanically inclined, maybe on cars, yes, but if you give women a fair chance they can do as good or maybe even better than some men.

It isn't the men who harass me on this type work, it's the women. They are afraid they might have to accept these types of jobs, particularly in a lack of work situation.

A long time ago, generally women were told right off they couldn't do this type work—too heavy, greasy, etc. I feel this has changed now. Women are becoming more self-reliant and do things on their own. I do minor work on my car, check out the problem, fix it myself, or have it fixed, the same as I do here.

Years ago, Dick Huhn and Neil Waltenburg got me started on presses, coil transfer, etc. Actually, now I am not happy unless I am working on machining type work. I have tried office work, telephone work and other typical women type jobs. It just wasn't my bag! Personally I like a challenge!"

GEORGE KASDORF — first shift, Hermetic 17-1 Supervisor — "I agree with Rose, that when women are given a chance and are encouraged to try these kinds of jobs, they can be successful. Much of the problem in the past has been the traditional carry over from childhood; society not gearing women to gain their confidence to try these jobs and



ROSE NAGEL, GEORGE KASDORF

assuming that only men have mechanical ability.

This is changing somewhat, but more women need to believe in themselves, without fear of failure. Many women, like Rose, have proven to themselves and to others, that they are capable and adjust well to machining and mechanical type jobs.

I have a positive attitude toward women doing mechanical and machining type work. As more women tackle new endeavors in HMO, they will be given the same opportunity as Rose has had here in the mechanical section."

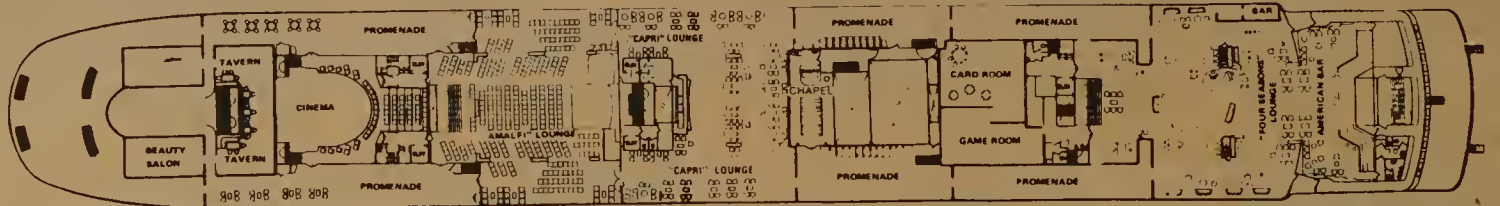
WOMEN ON THE JOB

Picture yourself onboard ship casually stopping at ports of call in the Caribbean...Elex Club vacation cruise makes it all possible

The Lounge Deck shown at right, along with seven other levels which include everything from swimming pools to a sauna club and gymnasium, will become the ocean paradise for all those who take a relaxing vacation aboard the MS Angelina as part of this year's Elex Club-sponsored Caribbean Cruise.

The vacation package, available to Elex members, GE employees, pensioners and their guests, is scheduled for July 22 to July 29.

The itinerary includes a direct air flight to San Juan, Puerto Rico, for a mid-morning departure aboard the Angelina, a 24,400-ton



LOUNGE DECK

luxury hotel liner. Island stops include: St. Maarten, for sight-seeing and shopping on this half Dutch and French isle; Guadeloupe, abounding with lush tropical fruits, spicy creole dishes and world-reknowned beaches; Grenada, the mountainous "Spice Island of the Caribbean" featuring diamond white beaches and brilliant blue waters; Caracas, Ven-

ezuela, birthplace of Simon Bolivar, the liberator of many South American countries; St. Thomas, Virgin Islands, a one-time haven of pirates and buccaneers now throbbing with fashionable resort hotels and shopping.

The cruise rate includes round-trip jet air transportation from Fort Wayne to San Juan and return; cruise accommodations aboard the Angelina, as selected; all air-conditioned staterooms with private facilities; all meals including complete gourmet Continental and Italian meal service aboard the ship; a gala cocktail party and professional entertainment aboard ship; roundtrip transfer and baggage handling between airport and pier in San Juan; all port taxes; and an escort from Fort Wayne by a representative of Grueninger Travel Service.

Rates, based on double occupancy, range from \$635 to \$875 per person, depending on the accommodations chosen on the ship.

The cruise rate does not include shore excursions or other conveniences, or conveyances ashore, laundry or valet service or any other items aboard ship of a personal nature, such as wines, liquors, beverages or gratuities. It also does not include insurance—"trip cancellation insurance" for a \$24 or \$32 premium is

suggested, and, baggage and accident insurance may also be purchased if requested.

A \$200 deposit per person is required to book the air-sea cruise. The balance is payable in full at least 45 days prior to departure. (If notice of cancellation is given in writing at least 30 days prior to departure, payment will be refunded in full. Cancellations received in writing less than 30 days prior to departure will be refunded subject to resale of space.)

No vaccination is required, although travel documents establishing citizenship are needed. Non-citizens must have a valid passport and all necessary visas.

Planned shore excursions have been arranged in each port. However, they are booked during the

trip and are purchased from the cruise director prior to arrival in each port. Those listed on the travel program range in price from \$7.50 to \$24 per person.

Reservations for the vacation package, which coincides with the company shutdown, are on a first come, first served basis. Cabin space is limited in each type of accommodation. The organizers of the cruise at Elex recommend that \$200 deposits be made as soon as possible to reserve the desired cabin category. (Rates are lower when three or four people share a stateroom.)

Reservation and complete travel programs are available by writing: Lorine Peters, Elex Club Office, Building 18-3, Room 311, 1635 Broadway, Fort Wayne, Indiana 46804.

SUGGESTION WINNERS



SHARING \$780 was the recent pleasure for two Appliance Components Support Operation (ACSO) employees as a result of their participation in the Suggestion Program. The award was split between Leon Brawn Jr. and Mike Hale, who both work in Building 19-2 in the Special Tool and Dies Area of ACSO's Advanced Manufacturing Development Operation. Their idea was to change the pressure pad design on a steel endshield die from a one piece to a two piece construction. The suggestion saves machining time because the base of the new pad is reusable, and only the caps have to be made each time. The award was one of the largest in ACSO's suggestion program so far this year.

General Electric News

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100 Years of Progress for People



APPRENTICE ALUMNI ASSOCIATION members are kicking off their 1978 membership drive with a fish fry April 20 at Gaeglein's Reserve. Other events being planned include Alumni Days June 20, a tour, professional football game trip and a fall banquet on November 16. Central contact men are: James Teter, Building 4-4; Dan Alcott, Building 19-2; Elmer Ueber, Building 19-3; Mike Hamman, Building 19-4; Wayne Perry and Art Raser, Taylor Street; Tam Ahr, Buildings 18, 12, and 8; Skeets Lahrman, Specialty Transformer Business Department; Ralph Obringer, Building 4-5, and Ron Kroemer, Winter Street. Anyone interested in more information, may contact the above or call Dale Steward, 743-5848. Shawn making plans for the year in the picture at left are: Raser, Steve Elett, Perry, Tim Marsh, and Steward.

SMD earns 'zero defects' report honor

Specialty Motor Department has achieved a "zero defects" record in 1977 for data reported to Corporate Accounting Consolidations. SMD is the only department in the Division with such a record and one of 34 percent of the reporting components in the company out of more than 200 with the perfect record.

In addition, the department has five consecutive years with no errors—the last error in data reporting was in November 1972.

The "zero defects" contest was devised as a measurement to

promote accuracy because whenever there is an error in the data or its transmission, consolidation of company reports is held up.

Paul Deal, manager of finance, commented, "I believe no other reporting component in the company has established as good a record as this."

The five employees principally responsible for the "zero defects" record during 1977 were: Paul Lambert, Ed Offerle, Linda Waterman, Steve Wolpert and Greg Olwine. Lambert is not included in the adjoining picture

because of a recent transfer and Waterman, also not pictured, is stationed in Tell City with the SMD operation there.



RECORD KEEPING with "zero defects" for the Specialty Motor Department in 1977 was completed upon a computer terminal by Greg Olwine, Steve Wolpert and Ed Offerle. Also contributing to the record pace were Linda Waterman (Tell City) and Paul Lambert (transferred).

Having trouble getting ahead without the right education?

If you are interested in continuing your education, but are unable to find the right courses, there is a resource center available that may be able to help.

It is called Adult Learning Services, located on the Indiana University-Purdue University Fort Wayne Regional Campus. Kay Hahn, who is in charge of the referral service, was recently at General Electric to encourage employees to use the Adult Learning Services.

She said her office has access to catalogs and schedules for all post-secondary institutions in the area. This includes colleges, universities, junior colleges, vocational and technical schools, business and industry training programs and community skill training programs.

In addition, the office provides counseling assistance to help adults choose educational resources appropriate to their personal and occupational objectives.

There are also orientation pro-

grams scheduled to acquaint adults with the requirements and procedures of returning to education, and advisement seminars on self-assessment, goal setting and educational-career decision making.

Hahn said the office personnel are willing to work with employees and the GE employee relations offices in conjunction with the Exempt Tuition Refund Program and the Individual Development Program here.

Adult Learning Services are a part of the Post-Secondary Adult Student Services of the School of Continuing Studies at Indiana University and are supported by the Fund for the Improvement of Post-Secondary Education.

Employees may begin getting the educational assistance they need today by telephoning Kay Hahn, 482-5657.



GE cafeterias featuring...

MONDAY, APRIL 17 — homemade beef vegetable soup, flame broiled beef steak, creamed chipped beef and macaroni. **SPECIAL:** grilled ham and cheese sandwich, hot turnover. **TUESDAY, APRIL 18** — homemade lima bean and bacon soup, 1/4 baked chicken, beef stew. **SPECIAL:** grilled bologna, apple crisp. **WEDNESDAY, APRIL 19** — homemade beef barley soup, roast beef and dressing, ham and great northern beans. **SPECIAL:** Mexican Fiesta Plate. **THURSDAY, APRIL 20** — homemade split pea soup, Swedish meatballs, beef chapsuey over rice. **SPECIAL:** chili dog, hot cabbler. **FRIDAY, APRIL 21** — homemade clam chowder, baked meat loaf, macaroni and cheese, fried fish. **SPECIAL:** two pieces of fried fish, sliced cheese, side order macaroni and cheese, \$1.05. **AVAILABLE DAILY:** assorted sandwiches, assorted salads and desserts, vegetables, whipped potatoes and french fries.

Club extends Bowling schedule

Because of delays in connection with the energy curtailment, the GE Club bowling lanes will be open to May 26 to accommodate league bowling. The club's sports banquet, culminating the end of the season, will be at 6 p.m., Tuesday, June 6. The club will then close its doors for summer maintenance Wednesday, June 7.

In Memory

GEORGE I. FIELDS, 2525 Monmouth Ave., died March 18. He retired in 1968 from the Specialty Motor Department, Building 4-3, where he was a mailing machine operator.

ELGA F. GINDER, 474 Charlotte Ave., died March 25. She retired in 1960 from the DC Motor & Generator Department, Erie, PA.

ORA L. GROSSMAN, South Whitley, died February 7. He retired in 1958 from Building 4-5 where he was a drill press opera-

tor.

VIER RALPH JOHNSTON, 2218 Miner Street, died March 30. He retired in 1960 from Building 6-4 where he was an inspector.

JOHN GEORGE MOMPEN, 1130 Powers St., New Haven, died April 3. He retired in 1957 from the Erie, PA., plant where he was a cost accountant.

GEORGE F. APP, 1314 Home Ave., died April 3. He retired from Section 13, Taylor Street in 1963 when he was a general foreman.

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03 ☐ 8201

\$3 Rebate

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05 ☐ CS-1
06 ☐ PRO-6
07 ☐ PRO-10
08 ☐ 8202
09 ☐ 8203

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General Electric News

FORT WAYNE, INDIANA

APRIL 21, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 14

Market analysts cast wary eye on second half's lead indicators

The latest General Electric economic MAPCAST, which is used by Appliance Components Business Division analysts to predict market trends in the future, indicates uncertainty in some leading market categories.

One of those categories is housing. According to the GE economic forecasting operation MAPCAST, housing starts are expected to be down 12 percent from 1977 levels. The new percentage is a revision downward from the 7 percent decrease in

1978 which had been published earlier.

A second statistic, upon which Division business depends, is housing completions. Although housing completions are expected to be higher this year than last, that trend is peaking. Completions are now expected to be down 11 percent in 1979 compared to '78.

A major factor affecting this outlook for housing is interest rates and the availability of money for mortgages. Higher interest rates usually mean less money is available for home loans.

Uncertainty about the outlook for the second half is compounded by the question of whether and when a tax cut for individuals will be passed by Congress. Whenever there is no idea what government policy will be, there is additional uneasiness.

While current sales are strong, they depend on continuing con-

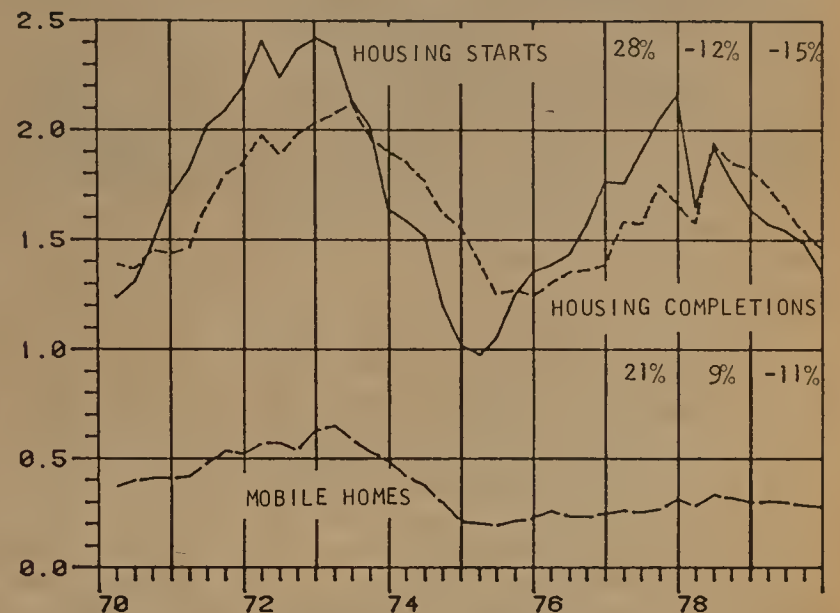
sumer demand. If consumer demand begins to falter, ACBD customers could begin reducing their inventories by canceling orders, stretching out deliveries or hesitating to place new orders.

PRICE

One factor which could affect demand is consumer price. According to the MAPCAST, prices are expected to continue their rise, 6.3 percent in 1978 and 7.1 percent in 1979. Higher prices could deter consumers from spending.

Although they were undoubtedly affected by the weather, consumer prices spurted 9.6 percent in January and 7.2 percent in February. This inflation is substantially above the 6 to 7 percent figures predicted earlier, and is a cost factor that must be recovered through improved productivity if it persists later in the year.

In the weeks ahead, analysts will be particularly watching da-



ta about consumer expenditures for durables other than autos. That data includes appliances and air conditioning equipment. First quarter consumer expenditures on these items have not been released yet, but they are expected to be down because of the weather and the coal strike.

Another concern for local product department business is the fact that first half sales are ex-

ceeding expected levels. If demand is too strong in the first half, it may indicate that the market is overstimulated and will be off during the remainder of the year, some analysts warn.

Overall, the latest economic indicators suggest that growth of the economy is slowing. Just how much that affects businesses here will emerge in the months ahead.

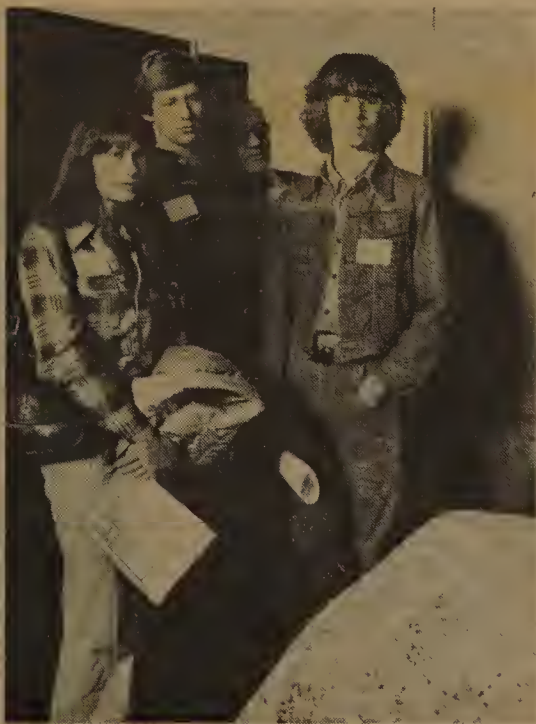
INSIDE:

First quarter results reflect recovery,
See Page 2



CAP STUDENTS at the Red Cross learned about the makeup of blood plasma and how it is used in emergencies to save lives. During the tours, many of the students inquire about careers with the social service agencies they visit.

Rewarding moments when curious youths view social agencies



THE LIVING QUARTERS of clients at the Mental Health Center were visited by CAP students. The tour was part of their Labor Council, AFL-CIO, United Way sponsored program.



AT THE MENTAL HEALTH CENTER, the CAP group had to switch buildings because of an electrical outage. At left is Dick Kreischer, staff labor representative of United Way. Assisting Bud Curtis, of General Electric, with the audio visual equipment is a member of the Mental Health Center staff who explained operations to the visiting students.



BUD CURTIS, machinist, labor leader and CAP facilitator said anyone interested in the CAP program should contact Dick Kreischer, at the United Way, 422-4776, Ext. 219.

Organized labor's voice of concern

Why would organized labor be interested in bringing together the impressionable minds of area teenagers and the human drama sometimes found in local social service agencies?

The person to ask is Bud Curtis, a General Purpose Motor Department machinist, labor leader and 12-year veteran of the Citizen Apprenticeship Program (CAP).

"Too many people don't understand the problems that other people face and what is needed to improve a situation. Young people, especially, need to learn ways to become involved in their com-

munity and possibly come in contact with a worthwhile career," says Bud.

As a result of this belief, the Central Labor Council of Allen County, AFL-CIO and United Way of Allen County co-sponsor CAP, a program which offers area high school students the opportunity to become "apprentices in citizenship." Bud, as chairman of the Education Committee of the Council, is responsible for helping coordinate the program. His job partly consists of setting up and facilitating weekly Saturday visits by the students enrolled in the program to learn about a variety of community projects.

The teenagers get an invitation to join CAP through their school's social studies departments. The activities are scheduled in the spring to tie in with the school vacations and are concluded with a banquet and dinner honoring those who have successfully completed the program.

Bud, who is always looking for students who might be interested in joining CAP, was asked why he is willing to give up so much time to it each year. "We're not interested in the publicity. We're interested in improving the community through its youth. And it just makes you feel good inside to do it."

First quarter business results show continuing recovery of U.S. economy

General Electric's earnings were \$247.8 million in the first quarter of 1978, Chairman Reginald H. Jones has reported. This was an increase over the \$215.4 million earned in the first quarter of 1977. Profit on each sales dollar reached 5.6 cents as compared to 5.3 cents in the first quarter of 1977.

Sales in the first quarter of 1978 were \$4.44 billion, up from the \$4.06 billion reported for the same quarter of 1977. Other income from operating and nonoperating sources was \$86.6 million, for the first three months of 1978, an increase over the \$77.1 million for the comparable quarter of 1977. Total revenues, including sales and other income, were \$4.53 billion, up 9 percent from the first quarter of 1977.

Commenting on first quarter results, Mr. Jones said "Earnings and revenue gains in this period reflect, in large part, continuation of the U.S. economic recovery that began in the spring of 1975. While we anticipate that the Company's results for the total year will show improvement over 1977, the rate of gain undoubtedly will be affected by the future direction of the U.S. economy."

Mr. Jones summarized results for the various segments of the Company as follows:

Consumer Products and Services earnings were substantially ahead of last year's first quarter. Much higher revenues were reported by most units and favorable earnings leverage was achieved in the face of continuing cost-price pressures.

Industrial Products and Components earnings showed sharp improvement from the 1977 quarter

on higher revenues throughout these operations. Component products, especially for appliances, and transportation systems were particularly strong. Other operations serving contractor and industrial markets also contributed to the improvement.

Power Systems earnings were about even with those for the 1977 first quarter. Improved earnings from higher deliveries of steam turbine-generators were offset by anticipated losses in nuclear operations and slightly lower earnings from gas turbines.

Technical Systems and Materials earnings showed gains well over levels of a year ago, reflecting generally higher revenues and favorable earnings leverage. The improved quarterly comparisons were led by engineered materials such as plastics, with medical systems, communications, and information services operations also contributing.

Foreign multi-industry operations earnings and revenues were up slightly from the comparable quarter of 1977. Although not classified in this segment, exports from the United States were well above last year.

Utah International's first quarter 1978 earnings were \$48.0 million, up from the \$45.1 million for 1977, primarily because of higher earnings from sales of coking coal.

General Electric Credit Corporation earnings for the first quarter of 1978 were \$16.2 million, an increase over the \$13.8 million in 1977.

Volunteers douse dust fire in elevator shaft

A minor dust fire which erupted last Friday near the top of the Building 4 freight elevator shaft was quickly extinguished by volunteer firemen and no damage to any equipment was reported.

The fire was confined to a small area near a generator that supplies power to the elevator serving the six floors of the building on the south side.

The volunteers were dispatched to the scene about 2:40 p.m. According to Plant Protection Supervisor Bob Walt, the blaze was brought under control and put out within minutes with the

aid of two hand-held carbon dioxide extinguishers.

Although the incident caused little interruption to most East Broadway employees, it emphasizes the need to know what to do when the alarm siren is sounded.

No evacuation signal was sounded Friday, although several areas of the plant were evacuated by department personnel as a safety precaution.

One single blast of the siren starts with a low tone, rises to a pitch, then returns to descending low tone. It signals an alert.

Who responds? Plant Protec-

tion personnel and volunteer firemen ONLY. All other employees remain at their work stations.

If there is an emergency which requires evacuation, the next sound you will hear is a continuous blast of the siren (up and down tone, up and down, etc.) The continuous blast lasts until the plant is cleared. It signals total evacuation.

Who responds? All employees except plant protection, volunteer firemen and designated personnel.

When this happens, you should turn off your machines. Observe the evacuation route signs. Walk, do not run. Use stairs; do not use elevators. Never try to return to your work station. If you're away from your work station when you hear the alarm, walk to the nearest exit. If you are directed outside the building, continue out into the parking lot, keeping away from the building. Do not gather near the exits.

Following an evacuation, the next sound you hear is three short siren blasts. They signal all clear. With the sounding of three blasts, all employees should return to their work areas.



GE cafeterias featuring...

MONDAY, APRIL 24 — beef rice soup, Italian beef steak, chicken and noodles. **TUESDAY, APRIL 25** — chicken noodle soup, roast pork, chili mac. **WEDNESDAY, APRIL 26** — navy bean soup, vegetable Swiss steak, ham and potatoes au gratin. **SPECIAL:** Mexican Fiesta plate. **THURSDAY, APRIL 27** — chicken vegetable soup, hot turkey sandwich, beef and noodles. **FRIDAY, APRIL 28** — beef gumbo soup, baked ham, macaroni and cheese, fried fish. **AVAILABLE DAILY:** assorted sandwiches, salads and desserts, vegetables, whipped potatoes and french fries.



LEAGUE CHAMPION SUPERSTARS finished the season with an 18-0 record in regular season and tourney play. They are: (front) James Moore, Les Woods, Kurt Avery; (back) Jim Gooden, Leon Smith, Bernie Ebetina, John Turner and Jim Whitt.



RUNNERS-UP in this year's GE basketball action were the team from the Wire Mill. They are: (front) Bob Gerber, Dick Boughman, Tom Lang; (middle) Mike Bird; (back) Ran Fee, Tim Mihalik, and Sporky Walloce.

Stars capture 88-85 finale

BY PAT EBETINO
The 1977-78 GE basketball season came to a conclusion

last week with the Superstars being crowned champions for the second year in a row.

The championship contest was a thriller to the final whistle, and a shootout between Jim Whitt of the Stars and Mike Bird of the Wire Mill. Whitt ended up with 30 for game honors, while Bird had 29. For the Stars, Leon Smith chipped in 16, Jim Gooden had 12 and John Turner has added 11. Bob Gerber netted 17 and Dick Boughman had 16 for the Mill.

The Superstars led all stops, holding on for an 88-85 victory. They finished the season with a perfect 18-0 record.

I would like to thank the members of all participating teams this year, and all who helped in other ways to make this season such a great one. Hope to see you all next year.



FAST PACED ACTION during the final game of the season shows Bob Gerber going in for the shot, while Les Woods is on defense. Mike Bird, James Moore, Kurt Avery and Tim Mihalik look on.

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100 Years of Progress for People

MAY ELEX CALENDAR

May 1 - 31 - Elex Club Membership drive open to all GE employed women, GE retired women with optional, normal, disability, retirement receiving a GE pension and GE women on sick leave. Membership dues \$3.50.

1 - Partizan Chapter Board Meeting, 11:30 a.m., Lucky Steer Restaurant, 2012 Getz Road.

8 - Elex Executive Committee End of the Year Banquet and meeting, 6:30 p.m., Lambro's Rib & Steak House, 303 East Tillman Road.

9 - Reservation deadline for the May 15 Elex Club supper and bingo.

10 - Pen-El Chapter Social Meeting, 12 noon, Bethany Presbyterian Church, 1616 West Main Street.

11 - Reservation deadline for Elex Club May 18 luncheon.

13 - Dinner for Byron Health Center Adoptees, 11:30 a.m., Dutch Mill, Bluffton, Indiana.

May 15-19 - Elex Club Membership election of 1978-79 officers.

15 - Elex Club supper and bingo, GE Club Auditorium. Supper served from 4:45 to 5:45 for Elex Members only, tickets \$3.10.

16 - Partizan Chapter Installation Banquet, 12:30 p.m., Fort Wayne Woman's Club, 402 West Wayne Street.

17 - El-Par Chapter Social Meeting at 1 p.m., The Towne House Retirement Home, 2209 St. Joe Center Road.

18 - Elex Club Luncheon and Fashion Show, 11:30 a.m., Club Olympia, 3501 Harris Road. Elex Members only, tickets \$4.50.

19 - The Fifth Elex Club Chapter Social Meeting, 1 p.m., Shawnee Public Library, 5600 Noll Avenue.

20 - Fort Wayne State Hospital and Training Center Adoptees Picnic, Franke Park, 11:15 a.m.

22 - Honorettes Chapter Installation Banquet, 12 noon, Salem United Church of Christ Hall, 2401 Lake Avenue.

23 - Count election ballots for the 1978-79 officers, 7 p.m., Bldg. 18-3 Conference Room.

24 - El Par Chapter Board Meeting, 9:30 a.m., Salem United Church of Christ Hall, 2401 Lake Avenue.

25 - Group picture of the Elex Club 1978-79 officers, 4:30 p.m. followed by installation practice in Bldg. 18-1 Conference Room.

Special diet, curtailments delay diabetes test program

A diabetes screening test, which more than 150 employees have indicated an interest in receiving, will not be administered until next Fall.

The test, which was being planned for April, is being moved to a later date because of the delays caused by the energy curtailment and other factors relating to setting up the test.

Jeanne Hoffer, IU-Purdue assistant professor of "Community Nursing" said the test should be preceded by a carefully planned agenda, which includes a special diet beginning the day before the test, as prescribed by the Northeast Regional Chapter of the American Diabetic Association.

Informing people of the diet, plus arranging appointments and the fact that the registered nurses volunteering to administer the test are not available until fall, contributed to the much needed delay.

Hoffer, who will be assisting with the administration of the test with the Northeast Diabetes Association and GE Employee Relations, also commented, "It is important that all those who take the test understand that it is a screening device, not a visit to the doctor for further diagnostic work which could more accurately verify or disprove the presence of diabetes."

"And it's important to take the time to explain these aspects of the testing to the people who are tested so it is of value to them," she said.

The test, estimated to take about five minutes, will be publicized in the GE News as plans are finalized.

In Memory

HENRY H. KRUSE, 1716 California Ave., died April 4. He retired in 1976 from Building 20-2, Transformer Department, where he was a bench machinist.

Disney club offers employees special vacation card discount

General Electric employees, who may be planning their vacations during the upcoming summer months, may want to take advantage of a special offer to GE people at Walt Disney World in Florida and Disneyland in California.

Membership in the "Magic Kingdom Club" is free and entitles employees and their families to purchase special value ticket books for entrance to the Disney entertainment parks.



NEIL WALTEBURG

Supervisor camaraderie

Present members of the Supervisor's Club, including pensioners, recently joined together for an annual fish fry to enjoy one another's camaraderie in a relaxed, outside-of-work setting. Over 180 attended the event at the Southwest Conservation Club grounds.



HOMER JENNINGS, GEORGE AND LES HAHN



HARRY PROXMIRE



BILL TURNER, CASEY KEISTER



JAP VOIROL



FRANCIS BENDEL

GE News to feature secretaries week

Next week's edition of the GE News will feature comments by several Fort Wayne secretaries about their jobs, in saluting National Secretaries Week, April 23-29.

Questions, in the format of a "plant panel" were sent to a representative group of the secretaries earlier this week in preparation for the special feature.

Other benefits of membership include exclusive family vacation plans at the Disney attractions, a 10 percent lodging discount at participating Howard Johnson Motor Lodges across the country and additional travel opportunities.

Requests for Magic Kingdom Club membership should be mailed, along with a self-addressed, stamped envelope to: Georginne Edmon, GE Carousel of Progress, Walt Disney World, Post Office Box 40, Lake Buena Vista, Fla. 32830.

Allow two weeks for return delivery and include inside the request, your name, social security number (pay number), home address, and the GE location where you work.

A special attraction at the Florida vacationland is the General Electric-sponsored Carousel of Progress, popular with thousands of visitors of all ages.

1,000,000 WALKIE TALKIES SOLD CELEBRATION!

SEARCH • 1

Walkie Talkie



3-5950 (pair)

- Morse code key & alphabet
- Operates on CB channel 14

Listen and talk

SALE PRICE:
\$11.75

GE REBATE:
\$2.00 per pair

NET PRICE:
\$9.75

RECON • 1

3-5960 (pair)

- Operates on CB channel 14
- Visual transmit indicator



Keep in touch outdoors

SALE PRICE:
\$18.49

GE REBATE:
\$3.00 per pair

NET PRICE:
\$15.49

2-Channel Transceiver

3-5970

- One pair of removable crystals for CB Channel 14 included. User may select other.
- Super-heterodyne receiver circuit



Call for emergency help

SALE PRICE:
\$19.59

GE REBATE:
\$4.00 each

NET PRICE:
\$15.59

THE EMPLOYEE STORE

1030 SWINNEY AVE. 11-5:30 WEEKDAYS

General Electric News

GE FORT WAYNE, INDIANA

APRIL 28, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 15

GE's secretarial force meets latest challenges

Secretaries Week Questions:

1. What traits by bosses are the most helpful to you in accomplishing your work? Why?
2. The General Electric Company is 100 years old this year. What aspects of a secretary's job today make it more challenging than you think it may have been for GE secretaries in the past?

Bosses should be understanding

Glenna Becker
Hermetic Motor Operation, 18-4

QUESTION 1: A necessary trait for a boss is that he or she allows you to be a total individual and tries to understand you. I believe a boss should never criticize, but rather suggest to you his views; thus allowing your individuality to show through. Another helpful trait is understanding when you are under stress, whether it be job-related or personal. I have an ideal boss who allows me to be an individual and this allows my job to run more smoothly. I respect my boss and my job more when I can be myself.

QUESTION 2: One hundred years ago, many inventions which affect a secretarial job were not invented. Today we have the products of our forefathers' determined efforts. Not only do we have a much more vast communication system available, but we are also amidst the computer age. In turn, this allows a secretary more time for other challenging types of work, such as having duties to more than one boss.

Respect, friendship accomplish more

Sara Bubp
Specialty Transformer Business Department — Accounting Operations and Information Systems, College St.

QUESTION 1: Basically three traits in a boss are helpful. Being a boss means that a man or woman has been chosen to set an ex-

ample to the employees under them. If a boss follows the same rules set down for the employees, he or she earns respect. If a boss works hard, the job will get done. If a boss is polite, he or she will win friends. Respect and friendship will always get the job done better. By setting an example, employees will undoubtedly do the same.

QUESTION 2: Working with the Information Systems Section, I have to simply say — computers. The business today revolves around the computer.

Communications, creativity, computers improve jobs today

Maxella K. Burnham
Specialty Motor Department, 4-6

QUESTION 1: I feel very fortunate to have two bosses, Mr. Bussick and Mr. Horton, who always take the time to fully explain requests and projects, and answer whatever questions I may have. Neither make me feel any question is wasting their time. We have very open communications which create confidence and mutual respect. We have a real work "with" office, not a work "for" environment.

QUESTION 2: If 100 years ago a secretary's job was just typing, filing and answering the phone, it is certainly much more than that today. Our communications ability has greatly improved with DIAL COMM, RECOMM, our telecopiers and our extensive use of computers, etc. We have day-to-day contact with our branch plants, without waiting on the mail.

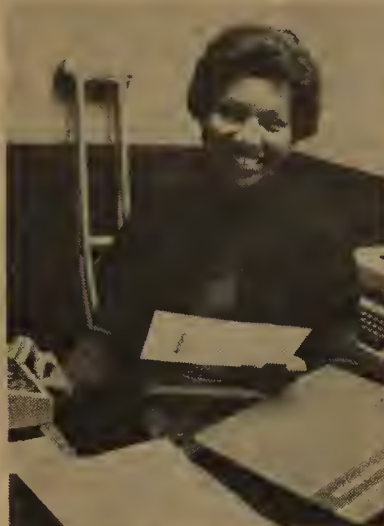
Preparing charts and transparencies have become an ever-increasing part of our jobs. It's certainly a challenge, it's being creative and also it's fun.

Deadlines challenge productive secretary in Centennial year

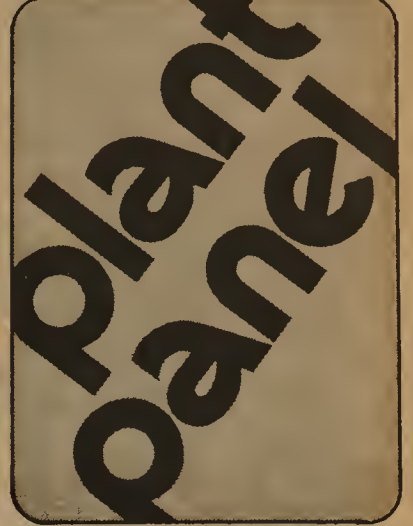
Zellma Grunden
Appliance Components Support Operation — Transportation Op-



BRENDA WERLING



LUCILLE THOMAS



GLENNA BECKER



DON BUSSICK, MAXELLA BURNHAM



ZELMA GRUNDEN



SARA BUBP



ALBERTA ROTH

ation, Taylor Street

QUESTION 1: Clear, precise instructions are always an aid in accomplishing projects. If it is a rush assignment, it should be made known, a deadline given if necessary. Being informed as to the background or goal of a special project also helps, as questions oftentimes could be answered through alternate sources of information, eliminating the interrupting of your boss.

QUESTION 2: I feel that with all the modernized equipment; electric typewriters, calculators, xerox, etc., that in today's world a secretary is expected to be more productive, as well as more efficient, and able to serve more than one area in her department or operation. Today's secretarial jobs are very demanding, yet rewarding when accomplished.

World competition, decision-making affect workload

Alberta D. Roth
General Purpose Motor Department, Taylor Street

QUESTION 1: I feel some of the traits by my bosses which have helped me to accomplish my work have been their enthusiasm and aggressiveness toward their job. Being aware of this you are motivated to be as helpful to them as you possibly can in order for them to do a better job.

QUESTION 2: Today the workload of a boss has increased significantly due to many new areas such as OSHA, energy conservation, material shortages and world-wide competition, etc. As a result, today's secretary has

more decisions to make, deadlines to meet, and certainly much more paperwork than in the past.

Clear directions help alleviate strain, pressure

Lucille Thomas
Appliance Components Support Operation — Plant Protection, 8-2

QUESTION 1: The traits that I find most helpful in bosses in accomplishing work are planning and clear and concise directions. These items not only alleviate pressures and strain, but they also make the secretary feel comfortable and confident that upon completion of work it projects a positive image of one's department.

Please turn to Page 4

INSIDE:

'GE nights with the Reds,'
See Page 2

SMD engineering families enjoy open house; curtailments delay Engineering Week celebration



JUDY AND SHELBY STEWART, HARRY BAKER, BRAD AND JIM STEWART



LARRY LEE'S DAUGHTER



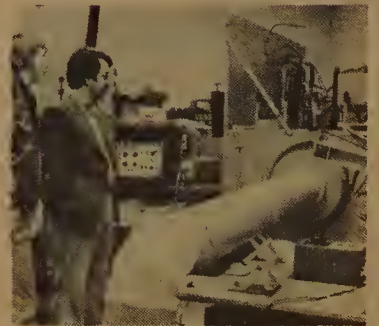
BARBARA OSMUN'S SON, STEVE



TOM COOK AND FAMILY



LARRY LEE AND FAMILY



JOHN ALTEKRUSE,
FRANK FORBES



DON BUSSICK WITH
BARB OSMUN AND
FAMILY



LEWIS BOLIYARD AND SON

GE people get special offer to see Cincinnati Reds baseball

For the past few years the GE Aircraft Engine Plant in Evendale, Ohio, has been the host for the Reds baseball games at Riverfront Stadium for GE employ-

ees and their families.

In 1978, AEG - Evendale celebrates its 30th year as a major supplier of propulsion products and the GE Company celebrates

"One Hundred Years of Progress for People".

To commemorate these very important anniversaries, they have secured a large number of seats at Riverfront Stadium on Friday, June 2, and Saturday, June 3, 1978, for the Cincinnati Reds vs. the Pittsburgh Pirates baseball games.

The special price for GE people is \$2.00 per ticket — quite a savings compared to the regular \$4.00 to \$7.00 admission fees. Game times are: Friday, June 2 at 8:05 p.m. and Saturday, June 3 at 7 p.m. (Cincinnati Time).

Evendale prefers to handle the price of the ticket orders by second class billing to you. At the time of your ticket order, please give them the proper charging instructions. If you find that second class billing is not practical in your case, they will need the

check no later than May 8, and it should be made payable to "GE Nights with the Reds".

Naturally, transportation, parking, food, etc. is up to you and your people. Riverfront Stadium opens at 6:00 p.m. on June 2

and 5 p.m. on June 3. Be sure to specify the number of tickets and for which night (order for one night only, please.)

The Reds office will send the tickets to your home as soon as possible.

"GE NIGHTS WITH THE REDS"

Name _____
Address _____
City _____ Zip _____

CIRCLE REQUESTED NIGHT: FRIDAY, JUNE 2 SATURDAY, JUNE 3

Number of tickets _____

CHARGING Bill me INSTRUCTIONS: second class Enclosed \$ _____

MAIL TO: REDS TICKETS, Mail Drop A-175, GE Evendale, Cincinnati, Ohio 45215

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100 Years of Progress for People



DON'T LET IT GET AWAY just because you didn't pick up some fishing pointers at the GE Fishing School this year. Tickets now on sale at the GE Club and Employee Store, \$4 each (includes both nights, May 11 and May 18). Grand prize fishing trip drawings to be given away, door prizes.

ALLEY CHAT By Connie Houser

The clock is winding down at the GE Club, and the leagues that are still in the race are at full force as they cross the finish line.

The GE Office League cheered the number one sprinter, Dick Wells, as he charged a fantastic 630 for first place which included good games of 216, 212, and 202. Lee Schnepf of the Apparatus League crossed the finish line to claim second place with a sound 608 series which included a terrific 237 score for high game of the week.

The race was on for second high game of the week between two GE Office League bowlers, but Art Keller couldn't edge out the secretary Dave Knepple by one step, and they both turned in speedy 231s.

Third place action went back to the Apparatus League as Bill Remmert clocked a solid 230 game.

The women's 500 series marathon was won by Elsie Oliver of the Monday Morning Ladies League. Elsie fancied a great 511 series including a fine 189. The Tuesday Afternoon Ladies League jumped for joy as one of their contenders captured the second high series with a swinging 506 including a nice 189 game.

Third and fourth place was no contest for the Monday Morning Ladies as they came across the line with Gail Littlejohn's 502 including a 191 run, and Cheryl Remmert's 501. Cheryl had the fastest pace for the week and clinched high game with a super 199 score.

Wait!...The judges have called a special meeting, and word has it there may have been a tie for third place for high series. It's true, Ray Fischbach of the GE Office League got into the wrong pack, and tied with the women by setting the pace with a resounding 503 series which included a foot stomping 182. League secretary, Dave Knepple, has been warned that in future races, "please keep Ray in the line up with the men."

Back to the finals for high game, we find Kay Felger of the Monday Morning Ladies in second place with a terrific 194. Breaking the ribbon for third was Jean McDaniels of the Sunday Sandbaggers with a great 193.

RETIREMENT REFLECTIONS

Plans of pensioners take shape

DON J. EYER, 15 years' service **SINCE 1962** started as electrician **RETIRES MAY 1978** First class maintenance electrician in the Appliance Components Support Operation, Building 8-1 **PLANS:** "Retiring to Dallas Lake, travel, will keep active."



WALTER H. SCHERSCHER, 37 years' service **SINCE 1941** began as punch press operator in the Transformer Department **RETIRES MAY 1978** drill press layout and drill operator, General Purpose Motor Department, Winter Street **PLANS:** "Take it a day at a time."



ROBERT T. GAHMAN, 37 years' service **SINCE 1941** started as the Fractional Horsepower Motor Department as a welder **RETIRES MAY 1978** as a First class parts inspector, General Purpose Motor Department, Winter Street **PLANS:** "Fish, travel, do some woodworking."



ROBERT H. SNYDER, 35 years' service **SINCE 1943** started as a tin and solder man in the Transformer Department **RETIRES MAY 1978** drawer (Mochinist) — wire, with the Appliance Components Support Operation, Taylor St. **PLANS:** "Fish, travel."



KENNETH F. RUPP, 35 years' service **SINCE 1943** started in the factory training school in the Supercharger Department **RETIRES MAY 1978** set up man in the General Purpose Motor Department, Taylor Street **PLANS:** "Move to Phoenix, pursue his oil painting hobby."



ROBERT J. TILL, 40 years' service **SINCE 1936** started as an apprentice **RETIRES MAY 1978** major bench mochinist, General Purpose Motor Department, Section 14 Taylor Street **PLANS:** "Fish, travel, woodworking and photography."



RAYMOND C. SCHERER, 36 years' service **SINCE 1941** started by making paper, fibre, and insulation in the General Purpose Motor Department **RETIRES MAY 1978** welder in the Hermetic Motor Operation, Building 17 **PLANS:** "Catch up on lost projects."



CHARLES A. WOODWARD, 37 years' service **SINCE 1941** started as a sweeper with the Fractional Horsepower Department **RETIRES MAY 1978** truck driver with the General Purpose Motor Department, Taylor Street **PLANS:** "Enjoy myself."



NEWS NOTES

MGD reunion May 6

The 20th Annual Reunion of the Motor Generator Division of General Electric will begin at 3 p.m., Saturday, May 6 at the Local 901 Union Hall, 1427 Broadway. Spouses are welcome. Donation will be collected at the door.

Solar power ahead

About to end its first century of "Progress for People," GE is forging ahead into the solar power. Under a \$1.5 million contract from the Department of Energy, GE's

Space Division is designing a system to supply solar-generated electric power, process steam, air conditioning and space heating for a knitware plant being located in Shandoah, Georgia. An array of advanced, parabolic-dish solar collectors form the key part of this system which is expected to produce 60 percent of the electricity and 50 percent of the steam requirements of the 42,000 square foot factory. Preliminary design work is expected to be completed by the third quarter of '78 with construction set to begin in late 1979.

New efficient lamp goes to market

GE's "Watt-Miser" II Slimline promises Americans

a future that is both bright and energy efficient. This new lamp, which will be widely used in stores, offices, schools and factories, uses 20 percent less electricity to produce about the same amount of light as standard slimline lamps currently on the market. The key to the "Watt-Miser" II's greater efficiency is an improved phosphor invented at GE.

Tennis leagues begin

Men and women interested in playing in GE tennis leagues can still sign up to play at 9:30 p.m. Monday, May 1, at the Swinney Park courts. Leagues will have reserved courts at Swinney on Monday and Wednesday nights, 9-11:30, during the rest of the season.



'WHAT'LL IT BE?'
GE cafeterias featuring...

MONDAY, MAY 1 — homemade limo bean soup, breaded pork steak, beef stragronoff with noodles. **SPECIAL:** grilled ham and cheese sandwich, worm turnover. **TUESDAY, MAY 2** — homemade beef noodle soup, 1/4 baked chicken, ham, green bean, potato casserole. **SPECIAL:** grilled bologna sandwich, worm cobbler. **WEDNESDAY, MAY 3** — homemade minestrone soup, breaded veal cutlet, spaghetto with meatballs. **SPECIAL:** Mexican Fiesta plate. **THURSDAY, MAY 4** — homemade chicken rice soup, turkey with dressing, baked beans with wieners. **SPECIAL:** shovled stacked ham on special bun. **FRIDAY, MAY 5** — homemade potato chowder, hot pork sandwich, macaroni and cheese, fried fish. **AVAILABLE DAILY:** assorted sandwiches, salads and desserts, vegetables, whipped potatoes and french fries.

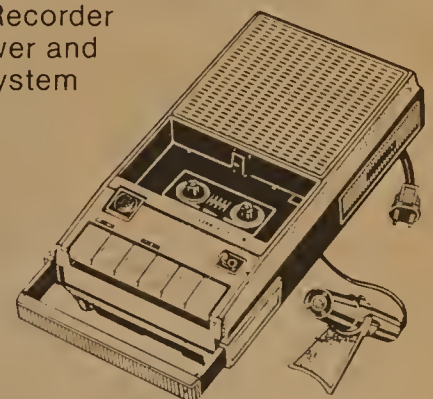


Tape Recorders

3-5105

Portable Cassette Recorder with Three-Way Power and Dual Microphone System
\$2.00 Cash Back

\$32.79



MONDAY, MAY 8
12:30 - 5 p.m.

Delores Bitner will demonstrate
FP 1 Food Processor and
the T26 TOAST-R-OVEN

ONE DAY
ONLY PRICES

GE Food Processor



SALE
\$56.49
REBATE
\$10.00
SPECIAL
\$46.49



GE toast 'n broil
TOAST-R-OVEN™

Model T26/3126-004

ORIGINAL
\$37.85
REBATE
\$5.00
ONLY
\$32.85

THE EMPLOYEE STORE
1030 SWINNEY AVE. 11-5:30 WEEKDAYS

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General Electric News

GE FORT WAYNE, INDIANA

MAY 5, 1978 GENERAL ELECTRIC VOLUME 60, NO. 16



MINORITY VENDORS AND GE BUYERS were brought together last week during a special open house at the Baer Field Hilton Inn. Represented in the group from GE were purchasing people from the General Purpose Motor Department, Specialty Motor Department, Advanced Manufacturing Development Operation, Specialty Transformer Business Department and Hermetic Motor Department (Holland). The afternoon was highlighted by one-on-one sessions between the GE buyers and vendors where the trading of information about products and manufacturing needs took place.

Division buyers host minority business reps

Last week, the Appliance Components Business Division sponsored a minority vendor open house. The program was designed to bring together purchasing representatives of product departments with suppliers and vendors operated by minorities. There were 14 minority firms from Ohio, Indiana and Illinois represented at the open house. The daylong program began with registration and introductions at the Baer Field Hilton Inn. It included an orientation and tour at GE Taylor Street manufacturing facilities; a luncheon

featuring Ron Lewis, vice president of the National Association of Black Manufacturers Inc.; and vendor-buyer session between the minority firm representatives and GE purchasing people. The program was coordinated by Ross Sondag, Division purchasing manager, and Maria Gonzales, regional director of the Indiana Office of Minority Business Enterprise. The types of businesses represented at the open house included: screw machine shops, industrial supply houses, chemical suppliers, precision gauge makers, wire and cable outfitters, office supply firms, janitorial suppliers and rubber molders.

Lewis urges expansion, pleased with GE progress

Ron Lewis, vice president of the National Association of Black Manufacturers (NABM) Inc.,



ENCOURAGING more minority vendor participation during a luncheon at a recent GE open house was Ron Lewis, vice president of the National Association of Black Manufacturers Inc. NABM is a non-profit trade association representing over 500 manufacturing and service companies in the U.S.

was the featured speaker at a recent GE sponsored minority vendor luncheon in Fort Wayne. Lewis, who has been visiting a number of GE plants in the nation to increase minority business participation, told the group of buyers and suppliers assembled here that he is "pleased with the progress all GE (Components) are making." He said one of the reasons for doing business with minority vendors is that it offers both the buyer and seller an opportunity to learn together. Lewis said the program to increase minority participation needs more empathy and concern so that better working relations can develop. He said one of the problems to be expected, as with any new vendor, is that there is a break-in period, a time when buyers and sellers should work closely with each other to solve differences. Lewis, who has been associated with the Washington office of the NABM since 1971, said a side benefit of working with minority vendors is that they largely represent small, new ventures which are crucial in the national fight against unemployment. Lewis said after the speech that he has participated in programs similar to the one in Fort Wayne at GE locations in Schenectady, N.Y.; Fairfield, Conn.; and Lynn, Mass. At the time of his visit, further seminars he expected to attend are in Louisville, Ky.; Cincinnati, Ohio; and Erie, Pa. "Interest in minority vendors has been demonstrated in a number of industries, but GE has the most intensive program I've been associated with during the past year," he commented. Maria Gonzales, regional di-

rector of the Indiana Office of Minority Business Enterprise (MBE), was also on the open house program with Lewis. During her presentation in the morning, she explained MBE's three-part program to bring "parity to the minority business entrepreneur." It includes procurement of invitations to bid, developing new minority businesses and educating and training minority businesspersons to meet the challenges of competition. "Most problems in the relationships with minority businesses have to do with lack of communication. If we explain our problems, then we can find solutions," Gonzales said.

INSIDE:
Minority visit pictorial, see Page 2

HMD snow 'slips' south

Hermetic Motor Department employees couldn't believe their ears when they heard that someone actually wanted their snow. They themselves had seen enough of it. The Central Air Conditioning Department in Tyler, Texas, a fellow GE component and HMD customer, needed to simulate northern climates in laboratory tests on their heat pump units. To do this, they had to have snow and GE in Holland was glad to come to their rescue. Early in March, a refrigerator truck was dispatched to Holland from Tyler and loaded to the brim with the white stuff. While greatly appreciated by the quality control folks in Texas, HMD employees didn't mind at all seeing it go.

Build funds for child's education, retirement

How can you build one of the most secure funds for education of your children? How can you build a secure fund to add to your retirement income — one that will pay you an extra income while you're building it? A small folder previously distributed with paychecks and also available in the payroll office provides the answers to those questions: Invest in U.S. Savings Bonds. The folder, issued by the Savings Bond Division of the U.S. Department of Treasury, explains the security and other extra values of investment in bonds under the ordinary payroll savings plan — buying bonds directly through payroll deduction. Since the folder is for em-

ployees of many companies it doesn't cover the still greater values to be obtained by buying bonds under GE's Savings and Security Program (S&SP) or the GE Savings and Stock Bonus Plan. S&SP gives you an extra investment of \$1 for every \$2 you invest when the holding period requirement is completed. Therefore, for every two bonds you purchase under S&SP, the company payment adds a third bond to your S&SP holdings. Under Stock Bonus, you receive a bonus of 15 percent of your Savings Bond investment in GE stock when you fulfill the holding period requirement of that plan. Under the regular Payroll Savings Plan, referred to in the folder, the bonds are de-

livered as soon as payroll deductions total enough to purchase a bond. The folder provides a table which shows how typical amounts of savings invested in Savings Bonds can grow over the years. (Of course, it can't show the extra Bonds you will have as a result of investing in bonds under S&SP).

Another table shows how typical monthly investments in bonds over a 15-year period can build a fund to add to income when retirement age is reached. (Again the table doesn't count the extra value available to GE people by investing in bonds under the Savings and Security Program).

Take stock in America.
Join the Payroll Savings Plan.

Fort Wayne businesses open door to minority firm suppliers during recent visit here



THE DAY BEGAN with a welcome and introduction by Ross Sondag, Division purchasing manager, who set the tone for a full schedule of associations between GE and the visiting minority vendors beginning with the morning session at Baer Field Hilton inn.



A TRIP TO THE PLANT FOR ORIENTATION was second on the open house agenda. **AT LEFT**, Dorothy Dillon, procurement manager for the Indiana Office of Minority Business Enterprise, speaks with some of the participants. **AT RIGHT**, addressing the group is Dick Dashnaw, General Purpose Motor Department plant manager.



TOURING TAYLOR STREET MANUFACTURING AREAS was part of the minority vendor visit. **AT LEFT** is Ron Reynolds explaining an assembly area process. **AT RIGHT**, Bill Bunnell describes the "shrink pack" packaging method of transporting crated motors to the customer.



LUNCHEON SPEAKERS during the program included Maria Gonzales, regional director of the Indiana Office of Minority Business Enterprise; and Ron Lewis, vice president of the National Association of Black Manufacturers Inc., which is devoted to bringing large industrial firms together with small minority corporations.

MEETING minority suppliers was an important part of the day's activities. At far right is Gerri Pack, buyer for the Specialty Transformer Business Department.

TALKING BUSINESS was the culmination of the open house for the minority vendors. **AT RIGHT** is Buck Hampshire, senior buyer for the Appliance Components Business Division. **AT FAR RIGHT** is Don Pickett, of Pickett Enterprises, Dayton, Ohio; and Rudy Wuttke, from GE's Advanced Manufacturing Development Operation here. **BELOW RIGHT**, Minority vendor representatives had a chance to meet a number of Division purchasing people: at front left is Cassell Blackburn of General Purpose Motor; standing at rear is Duane Leeka of Specialty Motor Department; and standing at right is Don Cochran, manager of manufacturing at GPM.



Government revises CPI

The U. S. Bureau of Labor Statistics (BLS) has been engaged in a major revision of the Consumer Price Index (CPI) during the past seven years. In January 1978, the BLS began publishing a revised series.

The commissioner of the BLS, Julius Shiskin, has agreed to provide a conversion factor so that the revised CPI can be converted to the unrevised index used to determine the amount of the scheduled November 27, 1978 cost-of-living wage adjustments for eligible General Electric hourly and nonexempt employees.

The conversion factor is necessary as the BLS is stopping publication of the unrevised index, upon which the cost-of-living adjustment is based, in June 1978.

Special price Cedar Point admission tickets on sale

Special price tickets to General Electric employees for admission to the Cedar Point Family Entertainment Center are now available at the Employee Store, 1030 Swinney Ave.

The special price is \$7.50, a \$1.25 savings on the regular \$8.75 admission ticket.

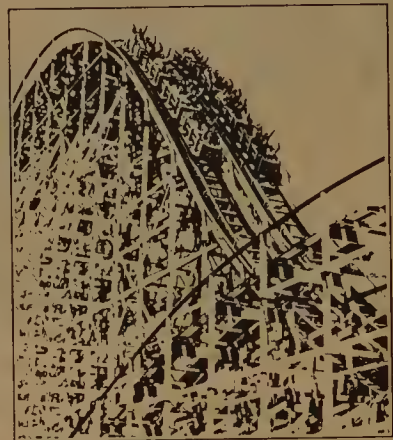
The special price tickets are honored any day, 9 a.m. - 10 p.m., from May 13 through Labor Day, plus special bonus weekends. (Bonus weekends are Sept. 10-11 and Sept. 17-18, noon until 8 p.m.)

The all-day ticket is good for unlimited use to all rides and attractions at the amusement center, located in Sandusky, Ohio.

The park, considered one of the finest and largest in the midwest area, features an expansive beach on Lake Erie, comfortable accommodations and many family attractions.

There are 39 major rides, providing one of the largest ride capacities in the world. New this season is the Witches' Wheel, a unique style of ferris wheel that turns its riders upside down as many as 12 times.

Construction has also begun on a new double racing style roller coaster that will feature the world's highest roller coaster hill, more than 124 feet from the ground. The coaster, which is highlighted by a 55 degree angle drop, is part of the largest capital improvements program in the 108-year history of the amuse-



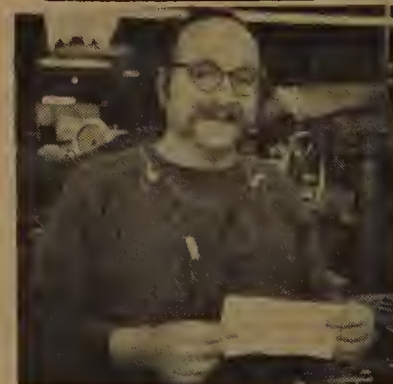
NEW CEDAR POINT COASTER

ment park.

Thrill seekers can also enjoy a variety of rides that soar, glide, twist and turn. Or for those who prefer a more leisurely pace, there is an historical riverboat cruise, a railroad system pulled by an authentic steam engine, Jungle Larry's African Safari, and more than a dozen live shows featuring talented college students.



SUGGESTION AWARD



HERMETICS SURFACE GRINDER

Daniel R. Tobey has won a \$105 Suggestion Award, plus a \$52.50 bonus. The bonus represents the idea adopted with the greatest savings in March as part of the Hermetic Motor Operation's Centurion program. To win the award, Dan suggested that a machine lap fixture be made to true up diamond wheels on the grinder. The idea resulted in a time savings on the process normally done by hand.

Minority firms

Continued from Page 1

the open house was that buyers and sellers were brought together. We now know the capabilities of the minority suppliers. From the vendor standpoint, they learned what we use and how we use it, including our particular requirements. Also, there will be an increased use of minority suppliers in the Division as a result of the open house," said Ross Sondag, ACBD purchasing manager.

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100 Years of Progress for People



CATCHING GREAT LAKES FISH aboard a fully equipped charter boat such as this could fulfill a dream vacation wish if you are the lucky grand prize winner at the GE Fishing School May 11 and 18. Shown above is the boat of Capt. Hadd Arlic, whose brother Al is a GE employee in Building 19-4. Two trips with the Arlic's as guides and another to Canada will be given away at the second session of the fish school. The May 18 school will also feature a demonstration by Rick Piva, spin casting trickster and national sparring celebrity. Tickets (and a chance at the grand prizes) are available at the GE Club and Employee Store.

ALLEY CHAT By Connie Houser

Hooray!...Spring has finally arrived, and the GE Club can prove it. The Seniors are in full bloom with a big list of outstanding bowling scores.

For the Senior men, Louis Remenschneider captured high series with a fantastic 626 (212-210-204). Ernie Garrett held second place with a solid 605 series including good games of 223, 201, and 181.

More Senior men were at their best and turned in good scores: Milt Marks, 220; Paul Merkey, 213; Lloyd Pinkerton, 208; Henry Schuller, 205; Leon May, 203, (202); and Frank McBride, and Ollie Byers, 202s.

The Senior women gave good performances, too. Betty Sheets rolled a smooth 541 including a super 210. Betty didn't stop there, she proceeded to roll seasons second high series on the Jack & Jill League with a grand 566 including another 210 along with a 194, and 162. Helen Struver was a trophy winner with a fine 200. Margaret Schuller did a good job and hit a 183. Let's hear it for the Seniors!

The Monday Morning Ladies were thrilled as they clinched the next three places for high series for the women. Gail Littlejohn was second with a good 542 including high game of the week, a sound 215. To top that off, Gail also hit a 198 game on a make-up day. Elsie Oliver was next in line with a 519 series (187 & 182), and only one pin away was Virginia Fletchall with a great 518 (194).

The Jack & Jill League was back in the running when Rosie Ort gave the pins-a-spin netting a 503 series with her swell 203 game. Nice going.

More fine scores were reported by: Georgia Thieme, 203; Jean Rienking, 199; Melody Thieme, 189; Lyla Henson, 187; Candy Schultz and Mary Weiks, 186; Connie Brewer, 185; Liz Papen and Virginia Fletchall, 184; Linda Stewart, and Cheryl Remmert, 183s. Ardola Metker, Ann Hike and Kay Thomas, 181s.

Catching up with the men we find a lot of crowd-pleasing scores: Harry Meyer, 233; Vic VanOlden, 225, (215); Dick Blair, 218, (210); Ed Ungerer, Jack Hagle, and Dave Meyers, 216s. Dave also netted a 215, and 211 last week.

More 200s were turned in by: "Red" Dillon, Paul Motter, and Jim Witzigreuter, 215s; Milt Marks, 213; and Dave Knepple, 211. Dave hit that 211 not once, but twice the past two weeks.

Something unusual happened, Linda Schrader rolled stair steps backwards with scores of 109, 108, and 107. How about that?

Club events wrap up season

The last big GE Club events at the end of the season are coming up with special celebrations planned to complete the year of activities for employees and pensioners.

A giant pensioners' potluck is planned for Tuesday, May 19. It will begin at 11 a.m., with special events to be anticipated.

Club bingo for employees, families and pensioners will begin at 7:30 p.m. Saturday, May 13, at the GE Club gym with special prizes expected to be given away.

The last euchre party is set for 1 p.m. Tuesday, May 30 to wrap up the season of fun.

Tickets are also currently on sale for the Annual Sports Banquet, Tuesday, June 6. Many trophies will be presented during the season finale to the outstanding GE athletes in many sports.



'WHAT'LL IT BE?'

GE cafeterias featuring...

MONDAY, MAY 8 — homemade navy bean soup, polish sausage, baked beef hash. **TUESDAY, MAY 9** — homemade beef noodle soup, hot beef sandwich, creamed chicken and biscuit. **WEDNESDAY, MAY 10** — homemade vegetable soup, solisbury steak, beef and noodles. **SPECIAL: Mexican Fiesta plate.** **THURSDAY, MAY 11** — homemade lima bean soup, liver and onions, losogna. **SPECIAL: worm cobbler.** **FRIDAY, MAY 12** — homemade chicken noodle soup, corn beef and cabbage, macaroni and cheese, fried fish. **AVAILABLE DAILY:** assorted sandwiches, salads, desserts, vegetables, whipped potatoes and french fries.

Elex members to choose officers

Election of new officers of the Elex Club for the 1978-79 year will be May 15-19.

There are 17 first and second shift women seeking the nine offices of the organization, which conducts a year-long program of activities including volunteer service work, luncheon socials, tours and others.

All eligible members of Elex may vote for the candidates of their choice by getting ballots from Elex contact women. Marked ballots should be mailed to Martha Musselman, Building 17-3, so that she receives them no later than May 19.

A committee appointed by current Elex Club President

Vera Neuenschwander will count the votes May 23.

The job of Elex Club treasurer is a company-appointed office, so no candidate is shown vying for that position. Effective June 5, Martha Musselman will be serving as treasurer and Gloria Smith, 18-3, will be assistant treasurer.

PRESIDENT NOMINEES



JUDY SCHROCK,
19-1



MARY STOLZ,
MKT-T. ST.

FIRST VICE PRESIDENT NOMINEES



VICKY HOUSER,
SMD-T. ST.



INEZ ROSE,
MAIDENS, SMD-T. ST.

SECOND VICE PRESIDENT NOMINEES



MARCELLA
DRISCOLL, 4-4



ALBERTA
MALCOLM, 19-1

SECRETARY NOMINEES



JUANITA
SCHIEMANN, 18-1



HELEN
KROEMER, 4-6

TRUSTEE NOMINEES—ELECT 2



BERTHA
MCELDOR, W. ST.



MARY
STEWART,
SMD-T. ST.



MARY
WAFFORD,
SMD-T. ST.



JOYCE
WHEATON,
32-1

DIRECTOR NOMINEES—ELECT 3



JOANN
BOWERS, 4-2



MARCELLA
KRONMILLER, 17-3



CONSTANCE
LIPP, SMD-T. ST.



ARLENE
SWITZER, 26-4



HULDA STUERZEN-
BERGER, SMD-T. ST.

(The director candidate receiving the most votes will serve a two-year term. All other positions are for one year.)

General Electric News

IN FORT WAYNE, INDIANA

MAY 12, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 17

Future business challenges discussed in small group meeting sessions

Employee informative meetings to review the state of the business have just been completed at the Hermetic Motor Operation.

Rather than speaking to employees in a large group, Operation Manager Dan McDonald conducted 20 small group sessions during the past week with

HMO's 470 plus hourly employees.

By conducting meetings with small groups such as these, a great deal of interaction took place as shown by the over 130 questions and comments from the various groups.

Commenting about the direct line of communication established between the manager of the organization and the employees, McDonald said, "I think people tend to be more at ease with their own work group and are more likely to ask questions that they may have been reluctant to ask in a larger group."

Dottie Askren, relations manager, commented "as evidenced by the large number of questions asked, we found that the interest in the business outlook and extent of economic concern is shared by many Hermetic employees."

Some of the concerns that the relations manager was referring to included: the long range effect of vertical integration (customers making their own components instead of buying them from GE) on the business here; cost and quality considerations in connection with the production of hermetic motors.

McDonald included in each meeting an outline of the strengths of the business here, explaining why skill and experience are so crucial in producing a large variety of models compared to the mass production of a single model manufactured in other HMD locations.

The manager made equally clear that inflation, competition, levels of productivity and inability to serve customers are serious threats for the operation and its employees.

After the last group of employees had completed their session, the GE News asked one of that group's people for impressions of the meeting. Patricia Sitton, a connector and welder with 11 years experience said, "I've been to meetings year after year when many of the same things are said. But I'd have to say that the way this one was done gives people a chance to air problems (face-to-face)."



OPENING DIALOGUE between the manager and the production worker was an important part of small group sessions recently completed between HMO Manager Dan McDonald and production workers. McDonald said he almost lost his voice a few times during the 20 separate hour long meetings, but one of the lineworkers said the sessions made her feel "closer to management."

Plant Protection announces new College, Bldg. 36 gate times

There will be new time schedules in effect beginning Monday, May 15, for the plant gates located on College Street and near Building 36 at West Broadway.

The new schedule at the College Street gate is: 6 a.m. to 7:48 p.m. and 11:48 p.m. to 12:18 a.m. (The gate is presently open 6 a.m. to 12:18 a.m.)

The new schedule for the Build-

ing 36 gate is: 6 a.m. to 12:18 a.m. (This gate is presently open 6 a.m. to 7:18 p.m.)

According to Plant Protection Chief Tom Corneil, the schedule change is based on traffic surveys through the gates.

INSIDE:

Career planning,
See Page 2



IT WASN'T HARD TO ASK QUESTIONS for these HMO employees in a small conference room setting. **AT LEFT** is Mary Carboni, mechanical inspector, second shift Line 4, and **AT RIGHT** is Rex Knepp, press operator second shift. They were part of over 400 production people in the operation involved in sessions with Manager Don McDonald.

Sales department launches centennial celebration

Programs and activities designed to support and reinforce General Electric's centennial celebration are being launched now at the Components Sales Department Headquarters in Fort Wayne.

CSD has already firmed up a "Century Countdown" sales program for 1978 and is beginning a series of sales jubilees this month

at various sites across the country.

CSD personnel will gather at the two-day centennial sales jubilees in Newark and Dallas. A third jubilee was already completed in Chicago. These meetings bring together product department marketing managers with CSD district managers and sales engineers for presentations

and seminars centering on sales strategies, targets and priorities for 1978.

Face-to-face meetings between product department and district personnel are planned in conjunction with the jubilees and district managers will also get a chance to meet with others in their district for planning sessions.

In addition, CSD has planned a "100 Days" sales campaign, designed to effectively launch the second hundred years of GE leadership and growth. The "100 Days" campaign began May 8 and continues through October 15, the day GE will celebrate its 100th year.

Throughout 1978, CSD's specially designed newsletter will give added impact to GE's centennial celebration with its 1890's styling and muted colors.

With a combination of sales programs and activities, CSD will contribute throughout 1978 to General Electric's hundred-year span of "Progress for People."



THE QUARTER CENTURY OUTING, which last year attracted over 1300 employees and pensioners, is being planned for September 16 this year, with special observances celebrating GE's centennial anniversary. Some of those involved with planning the outing this year are: (seated) Dorothy Vess, secretary; Robert Lord, vice president; Virginia Buhr, assistant secretary; Agnes Cordes, director; (standing) Vero Neuenschwander, director; Earl Stouffer, director; Dick Gebert, president; Bob Younghouse, director; and Gil Brookhart, director.



June 3: Hermetic Motor Operation picnic

June 25: Specialty Motor Department picnic

July 8-16: Three Rivers Festival in Fort Wayne; department activities being planned to tie in with this community celebration.

September 8-10: GE sponsors "Up with People" centennial celebration concerts in the Foellinger Outdoor Theater in Fronke Park.

September 9: Specialty Motor Department open house

October 14: Hermetic Motor Operation open house

October 13: GE News centennial issue

October 15: Special observances of official centennial day.

(Contact the **GE NEWS**, Ext. 3441, with any changes of dates for centennial observances and additions to the calendar, which is to be published periodically until October.)

Area women complete career planning course

This week, 26 women from GE plants in Decatur and Fort Wayne completed an Advanced Manufacturing Studies course in "Career Development for Women."

They represent the first group to finish the course, which was added to the 25-year-old AMS series just this year as an important new element dealing directly with the area of equal opportunity for women.

The 16-course AMS program is designed to help all employees improve their understanding of the manufacturing industry and help prepare them for successful

course."

She commented, "As women, we've seen a lot of data coming at us from all directions recently. Since women have not usually been guided to use their development years for career planning, guidance is needed in sorting through all the information."

"There are definitely opportunities available at GE for women," Barb continued, "and great strides have been taken to utilize the untapped resource of female talent. I think GE has taken a look at itself and has seen it's been lax along with other companies. But GE is a progressive company, progressive enough to look at where it is in terms of offering opportunities and doing something about it."

Ginny Burkett, who shared group leader responsibilities with Barb, said initial comments from the members of the class since it has been completed were positive. "Our speakers, women who are currently holding responsible jobs in GE, were valuable to the class members for the role models they provided," Ginny commented.

The course was designed so participants could analyze their own skills, experience and interests to help them determine career direction. It emphasized the importance of management support as a necessary ingredient in career planning and served as a forum where the class members could learn about various job paths which are available.

The course, AMS 305, is included in the description of classes which resume again in the fall.

Women who are interested in enrolling are urged to contact the manufacturing study representatives in their department. Application information is available through: Ed Misselhorn, General Purpose Motor Department; John Elliott, Specialty Motor Department; Dottie Askren, Hermetic Motor Operation; Phil Herrick, Appliance Components Support Operation; and, Stan Podzielinski, Specialty Transformer Business Department.

Classes are limited in size, but can include hourly, nonexempt or exempt employees.

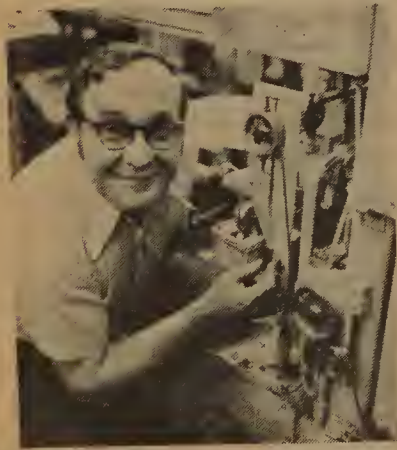
'There are definitely opportunities available at GE for women'

advancement.

"Career Development for Women" classes began in March and are the first AMS courses taught by women here. Barbara Myers, supervisor of order service in the General Purpose Motor Department, and Ginny Burkett, communications specialist in the Specialty Motor Department, taught the course after attending a training seminar in Louisville earlier this year.

Barb Myers, who's developed her own career from hourly to exempt status, said, "This is a very strong and assertive class and I'm pleased with the way they presented themselves in the

EMPLOYEE SUGGESTION AWARD



ELIMINATION OF DOWNTIME AND REWORK has resulted in a \$198 suggestion award in the General Purpose Motor Department for Horry Dull. Horry, of the Section 14 stator wind area, recommended that a wedge feed mechanism on the modular coil injection machine be modified.



THIS YEAR'S SECOND SHIFT BOSS OF THE YEAR DRAWING WINNERS during the annual Elex bosses luncheon were Scott Ossewarde (runner-up) and Bill Wilhelm (Boss-of-the-Year), of the Specialty Motor Department, Taylor Street. Also shown are: (seated) Emmo Peterson and Ella Majors; (standing) Vi Emerick, Alice Jones, Berdette Deventer, Morty Freiburger, Betty Hording and Sollie Phillips.



DIVERSIFIED INTERESTS from many Fort Wayne Departments were brought together recently during this session of the "Career Development for Women" course in the Advanced Manufacturing Studies series. Leading the group (lower left) is Ginny Burkett, Specialty Motor Department. Around the table to her left are class members: Julio Rhodes, General Purpose Motor; Pam Dunlop, Appliance Components Support Operation; Ann Polivchok, Specialty Transformer Business Department; Gerry Fronke, SMD; Mary Hatch, ACSO-Applied Research and Development Lab; Shirley Tempel, STBD; Loustella Brooks, ACSO; Carilyn Koch, ACSO-Advanced Manufacturing Development Laboratory; Moxine Baker, STBD; Mary Stolz, GPM; Vondell Stewart, ACSO-Wire Mill; Rosemary Henry, GPM; and Helen Underwood, SMD. Other attendees are pictured below.



CARILYN KOCH, ACSO-AMD



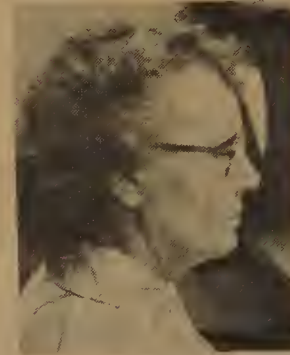
BARBARA MYERS, GPM



GLENICE BLUME, STBD



SANDRA BLACKMON, CSD



JEAN ANDREWS, STBD



BARB OSMUN SMD, 4-6



LOUSTELLA BROOKS, ACSO



SHIRLEY TEMPEL, STBD

In Memory

WILLIS K. DEETZ, Route 3, Churubusco, died March 2. He retired in 1969 as a heat enamel processor in the Wire Mill at Taylor Street.

GEORGE N. WORLEY, Wolcottville, died April 25. He retired in 1966 as a cylindrical grinder in

the Specialty Motor Department, Building 4-2.

WILLIS G. MERTENS, 1011 S. Main, Bluffton, died April 26. He was a die caster in Section 13, General Purpose Motor Department, Broadway.

ROBERT O. BRODERICK, 5002 Buell Drive, died April 28. He retired in 1976 as a designer in the Appliance Components Support Operation, Building 19.

EVA C. TUCKER, 1222 Home Ave., died April 29. She retired in 1966 as a final motor inspector in Specialty Motor Department, Building 12.

'HUMORICKS'



"It's for a going away present . . . the boss is taking a maternity leave . . .!"

General Electric News

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100 Years of Progress for People

'Humoricks' added

Readers express views about communications

As part of ongoing area efforts to improve plant communications, nine employees in the General Purpose Motor Department-East Broadway, were brought together last week to discuss local written publications and oral communications.

The employees themselves evaluated the publications and led discussions about the GE NEWS, GPM LIVEWIRE and East Broadway



RECOMMENDING improvements in local communications was the purpose of a recent "sounding board" meeting attended by: Bill McShain, Mary Scott, Ruby Lepsley, Jahn Muntzinger, Wanda Chapman, and, Carol Ryan and Mary Bassett.

newsletters. Communicators Carol Ryan (Live-wire editor), Bob Redding (GE News editor) and Communication Manager Bill McShain were also present for the discussions, frequently asking questions about employee attitudes concerning the communication programs here.

As a result of a suggestion made by one of the participants, this week's GE News has added a new feature on Page 2, called "Humoricks".

This feature, which will appear in the GE News as space permits, will include cartoons and light-hearted materials pertaining to situations in the manufacturing plants in Fort Wayne. The feature is being added because employees expressed an interest in adding an element of humor to the publications, besides the regular news of business and other GE activities in Fort Wayne.

Anyone wishing to contribute to the column, should send materials to: GE NEWS, Building 18-3, 1635 Broadway, Fort Wayne, Indiana 46804.

Many other ideas were gathered during the "sounding board" meeting. Some of those, wherever possible, will be incorporated into the communication program to continue to meet the needs of employees.

As one of the participants said, "I recognize that there are all different types of stories in the paper. And I think its good for the company to keep us informed. It's reassuring to know in advance what may affect your job."



LEAGUE LINKS LEADERS for the 1977 season are regrouping once again to begin GE golf league action. They are: Llyad Grider, Harald Lehman, Pete Gorrell, Mike Hadley and Elmer Eber. The team won both their league and the final tourney titles last year.

GOLF CORNER By Roy Brokaw

My name is Roy Brokaw, and I will be your new golf reporter for "Golf Corner." I am manager of the West Broadway Golf League, and you can reach me on Ext. 2521 in Bldg. 19-2, Broadway.

All of us would like to extend our thanks to Jill Whetsel for her dedicated service in writing "Divot Digs" for the past five years.

In the near future, I will be reporting league standings when the point spread becomes significant. Listed below are the results of two weeks of golf from April 24 through May 4.

Men's Golf League Results Low Scores: Eben Cobb 37, Dick Hensler 38, Dick Parlow 38, Mel Guillaume 38, Roy Brokaw 39, Gary Sykes 39, Stan Reidenbach 39, Luther Putman 38. Birdies: Lyle Johns (2), Dick Parlow (2), Mel Guillaume, Merv Lowden, Mike Hadley, Harold Lehman, Eben Cobb, Greg Olwine, Steve Riedel, Gary Sykes, Jim Schwartz, Jim Stewart, Don Bell, Terry Bashelier, Kenny Bainbridge, Don Huffman, Dean Rodenbeck, Steve McBride, Virgil Hiatt, Kenny Gingrich. Eight of the birdies listed above were scored in the Tuesday League at Brookwood, according to League Manager Jim Nord. What a birdie spree!

Sandbagger of the Week: Dick Smith 50 (7 under his average.)

Highlights Around the League: The women's golf league at McMillen Park Golf Course will start May 15, 1978 at 5:15 p.m. League Manager Maureen Murtaugh, Taylor Street, still has some openings. For you gals who are interested in playing, call Maureen on Ext. 2670.

League Chairman George Haggenjos reminds everyone that our first GE tournament will be a Florida Scramble event at Colonial Oaks Golf Club on Saturday May 20. Get your foursome together and call the GE Club on Ext. 2042 for a tee time.

Did You Know: That our own Fort Wayne pro Bill Kratzert is co-holder of the 1977 PGA tour record for the lowest 54 hole total score. Bill shot a 66-66-64 196 (17 under par) in the Hartford Open and finished with a 69 the last day to win his first individual pro tour victory.

Last club bingo tomorrow night

The last club bingo of the season will begin at 7:30 p.m. tomorrow night at the GE Club, 1030 Swinney Ave. Many prizes will be awarded the lucky winners during the employee and pension family event.

Also coming up at the GE Club is the Annual Sports Banquet, 6 p.m., June 6. Reservation deadline is May 26 for the banquet. All those who participated in GE sports during the past year are

invited to attend. Reservations are taken at the GE Club, or by calling Ext. 2042. Tickets are \$4.

The last pension potluck was May 9. Please note that there will be no potluck on May 19, as was incorrectly reported in the May 5 GE News.



MONDAY, MAY 15 — homemade beef vegetable soup, flame broiled beef steak, creamed chipped beef and macaroni. **SPECIAL:** grilled ham and cheese sandwich, hot turnover. **TUESDAY, MAY 16** — homemade lima bean and bacon soup, baked chicken, beef stew. **SPECIAL:** grilled bologna, apple crisp. **WEDNESDAY, MAY 17** — homemade beef barley soup, roast beef and dressing, ham and great northern beans. **SPECIAL:** Mexican Fiesta plate. **THURSDAY, MAY 18** — homemade split pea soup, Swedish meatballs, beef chap suey over rice. **SPECIAL:** chili dog, hot cab-bler. **FRIDAY, MAY 19** — homemade clam chowder, baked meat loaf, macaroni and cheese, fried fish. **SPECIAL:** two pieces of fried fish, sliced cheese, side order macaroni and cheese, \$1.05. **AVAILABLE DAILY:** grilled and fried sandwiches, salads, vegetables, whipped potatoes, french fries, desserts.

Taylor Street team wins volleyball tourney



Taylor Street won both the regular season play and the tournament this year in the Men's Volleyball League. After a season interrupted by an energy crisis, the team took two tough wins in the tourney on their way to the championship. They beat TRO in two matches of the tourney, with scores of 9-15, 15-8, 15-11 in the first match and 10-15, 15-8 and 15-4 in the second. Members of the team, pictured from left, are: Dave Rasawear, Bruce Wilson, Gary Dray, Chuck McCoy and Bill Copeland. Not present for the picture were Mike Marks and Jerry Vohs.

*ADLETS

FOR SALE

- 4 TRACK REEL TO REEL DECK. 432-0140.
'73 COMET, good shape, runs like new, \$1300. 432-3697.
LUGGAGE, 8x18x24, new, \$20; cookie jar, \$2, hand mixer, \$2. 485-6523.
GE PORT 19" TV, Argus C3 camera, proj. screen; misc tools. 489-5257.
CAMPER, self-contained; '73 440 Dodge Vagabond, 24' chasis. 483-0398.
ANTIQUE & used furniture, sofas, chairs, tables, dresser. 749-1807.
KITCHEN TABLE w-6 chairs. 483-5672.
14' ALUM BOAT, Johnson 6 hp mtr, trailer & extras. 485-6753.
DOUBLE OVEN GAS STOVE, copper-tone, 747-5487.
'76 DATSUN PICKUP, longbed, 4 spd, radio, extra tires. 432-3172.
SCHWINN, boy's 5 spd Stingray bike, good cond., \$35. 672-2249.
STURDY ROOF BRACES, 5/8" dia hoop 3/4; marine plywd, 36x48. 447-4722.
SEWING MACHINE w-cab, Singer Zigzag, ex. cond., \$99.95. 489-3412.
TENT, 10x16, 6 cots, cmp stove, gas btl, ex. cond., Sears. 749-2564.
BOX SPRING & mattress, twin sz, nvr used. 456-5502.

- LAKE LOT, 28 mi NW of Fort Wayne. 432-1381.
GE PORT DISHWASHER, kitchen cabinet handles & hinges. 432-9147.
BEDSPREAD, wht, wool blanket, men's clothes, sz large. 639-6581.
CAP for 1/2 ton truck, 3 yrs. old, \$150. 693-2985.
'74 FORD PANEL VAN, 3/4 ton, good cond. 691-2967.
COLOR TV, 21", console, needs work, \$20. 456-1117.
3 BDRM CAPE COD, fmly rm in bsmt, 5 min. from Bdwy GE. 456-7693.
ANTIQUE WALNUT LOVESEAT & matching chair, \$225. 482-1604.
'67 BUICK, good runner, \$75. 489-3266.
17' FLYING DUTCHMAN, 135 hp Merc & cover & trailer. 486-1017.
GIRL'S SCHWINN BICYCLE, 26", 3 spd, \$35. 432-0856.
TRAILER for pontoon boat, 4 yrs old, A-1 cond, sp tire & whl. 745-7161.
BOOKCASE BUNKBEDS (1 set) w-mattresses, \$130. 447-6305.
UPRIGHT FREEZER & refrigerator, good cond. 485-1707.
LEAF BLOWER, 3 hp, 2 yrs old, \$69. 485-0398.
SERVICE MANUALS for '72 Vega, \$3. 745-2120.
'75 HONDA CB 360T, 10 miles, great shape. 432-6287.
CONCERTINA, approx. 20 hrs use, exc. cond. 489-9169.
FOLD DWN TRLR, slps 8, good cond., \$750. 419-258-8575.

- MOWER & SIDE RAKE. 485-8889.
SOLID OAK BUFFET & glass hutch, exc cond., \$100 firm. 672-3447.
'75 FORD VAN, carpeting & paneling by Van Stand, \$4250. 638-4771.
LOTS (2) & camper at Indian Springs campgrounds. 485-2819.
BUNK BEDS, maple, complete, good, \$120. 854-3443.
AIR COND., 10,000 BTU, 230V 8.2 AMP, Hotpoint. 483-6886.
TIRES (4) E70x14 stl bltd mtd on chrome rims, reas. 485-5459.
SCREEN for sliding glass patio door, 36"x79", like new. 637-6682.
STOVE, 30", gas, wht, reconditioned. 484-3656.
PORCH GLIDER w-6 cushions, exc. cond. 432-2896.
STEREO CONSOLE, AM-FM, Italian styling, \$95. 489-9667.
SAND FILTER for swimming pool. 483-4396.
'75 KAWASAKI, overhead cam eng, 6500 mi, extras, \$700. 422-9466.
'70 FORD GAL 500, PS, runs good, \$375. 749-4956.
BRAND NEW HUFFY 10 spd bike, 24", gen & air pump, \$70. 432-0993.
CONSOLE STEREO. 456-1478.
SPEAKER, vintage 1957. 432-1442.
ELECTRIC STOVE, brand new, harvest gold, \$200. 486-2811.
'70 CHEVELLE, 307 auto, runs good, \$350. 456-3893.
ENCYCLOPEDIA, 44 books, full set & all yr books incl '78. 485-4449.
WASHER & DRYER (elec), \$175 or bst offer. 445-9283.
TABLE SAW, 8' Dunlap, 1/2 hp. 745-5626.
GAS RANGE, \$40; 14" rims (4). 456-7248.
8 1/2' TRK CAMPR, stove, toilet, htr, icebox, w-jacks, \$500, w-o, \$400. 433-6653.
RETIREMENT SALE, May 19-20, 3310 Blackfoot Ct.
CB DOUBLE ANTENNA, new, half price. 489-4881.
'76 KAWASAKI KX 125 MOTOCROSSER, ready to race. 489-9335.
FRENCH PROVINCIAL CHAIR, exc. cond. 745-5235.
ALUM. PATIO COVER, 16x20, complete w-screen & door, \$400. 483-5111.
12' SCREEN ROOM for yard, \$150; '70 Datsun, \$150. 672-3983.
CORVAIRS (2), '64 4 spd, '66 3 spd, 2 drs, both run good. 432-4793.
LAWN BOY MOWER, \$35. 745-5230.

WANTED

- BED, dresser, matt & springs, wardrobe, cab, work bench. 485-2520.
15" WHEELS. 747-3613.

FREE

- PUPPIES, 10 wks, 2 females. 632-4265.
IRISH SETTER-LAB PUPS, 8 wks old. 625-4937.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- ☐ For Sale * ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent * ☐ Lost
☐ Free ☐ Found

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. Submit only ONE per issue, using one letter or number per box on form. Please leave one box blank for each intended space between words. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____ City _____

Address _____ Bldg. _____

Home Phone _____

* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

NEWS NOTES

Reds Tickets redeemed at Employee Store

Those who have ordered Cincinnati Reds baseball tickets from a coupon appearing in the April 28 GE News can expect to pick up tickets at the Employee Store after May 26, according to an official notification by the ticket sales office from GE Evendale.

The tickets are for the Friday, June 2, and Saturday, June 3, Reds vs. Pittsburgh Pirates games.

Contrary to an earlier announcement by the Evendale office, both tickets paid for by check or money order and tickets billed, will be picked up at the store rather than mailed directly to employee homes. Those who asked that they be billed can pay for their tickets at the store when they pick up their tickets.

The special price tickets are \$2 each — quite a savings compared to the regular \$4 to \$7 admission fees.

Don't miss summer school benefits

Employees who will be attending summer school should look into the company's Individual Development Program and Tuition Refund Program.

The programs cover specific courses designed to update job skills and courses related to job advancement. Also covered are basic literacy skills and courses taken to complete grammar school or to obtain a high school diploma.

The programs offer 100 percent tuition refund, up to a specified maximum amount per year to eligible employees.

Persons may apply for these benefits if they are full-time hourly, nonexempt or exempt employees and have at least six months of service with the company.

Applications are available in the employment office and should be processed through your supervisor.

Service shop assures bargains

Hundreds of GE employees here annually buy General Electric and Hotpoint appliances, taking advantage of the discounts available to them through the product purchase plan. While every employee may be aware of such discounts, many may not know about the significant discounts available to them on parts and service contracts for their appliances.

Employees within a factory service area can take advantage of the factory's service contract plan and enjoy a 15 percent discount. They need only identify themselves as GE employees to qualify for this special discount.

A service contract provides both the parts and labor required to keep your Hotpoint and GE appliances, and GE television set, in top working order beyond the original warranty period. You'll know exactly what the cost of maintenance will be for the contract period and can budget for it accordingly—good news in these times of tight money and high prices.

A new factory service facility is located at 4632 Newago Road, just off U.S. 30 Bypass between State Road 3 and the U.S. 30-33 intersection. In-home service for GE and Hotpoint major appliances and televisions is available by calling 484-9005. Emergency service is available too, and telephone service operates around the clock.

Whenever possible, service calls are completed by the second day after the request is made.

Here's a summary of discounts employees can expect:

- Parts and service in an em-

ployee home—save 25 percent of retail prices on appliance parts and television set picture tubes; save 10 percent of retail price on unit, hi-side and compressor replacements; save 10 percent on television and stereo parts and receiving tubes. Labor is priced at district retail prices for in-home service.

- Parts and service in Service Shop—Buy TV and console stereo parts, receiving tubes, TV picture tubes, and unit, hi-side and compressor replacements at dealer prices. Labor is priced at district retail prices for in-shop service.

- Over the counter sales—buy at dealer prices.

- Service contracts—save 15 percent of retail prices on GE and Hotpoint appliances and on GE consumer electronics.

- In addition, on a test basis, the shop is open on Saturdays, from 8 a.m. to 12:30 p.m. and from 1-5 p.m. for your convenience.

SUGGESTION AWARD



IMPROVING fan fabrication to eliminate scrap, rework and repair during the assembly of a fan to the shaft has earned \$365 for Mary Carkwell, in the General Purpose Motor switch area at Taylor Street. Her idea replaced a spot welding process with a projection weld. "This idea has been right under our noses for years, but it was Mary's concern that saved the problem," commented General Foreman Dave Berges.



AN EMPLOYEE STORE SHOPPING SPREE was underway earlier this week as bargain hunters lined up the length of the store to take advantage of a special price GE smoke alarm and other valuable discounts. About 2000 of the \$5.99 priced alarms were sold as a result of a special coupon and rebate rate from the company.



TONY RANDALL



MITZI GAYNOR

Coupon good for \$2 savings to employee ticket purchasers

GE employees are being offered the opportunity to purchase tickets for two outstanding musical attractions scheduled this summer at the outdoor Foellinger Theater in Franke Park.

Movie and television comedy star Tony Randall will appear in a new production of the celebrated musical "Music Man" July 3 through 9. Mitzi Gaynor, internationally known entertainer, will then present her all-new musical and dance revue July 17 through July 23.

By using the discount coupon below, GE employees can save \$2 per ticket for the Wednesday night performances (July 5 and July 19) for the two attractions.

Regular prices (all reserved seats) are \$8.50, \$7 and \$6.

For the best seats, order by mail as soon as possible. The coupon may be presented at the Memorial Coliseum Ticket Office (Parnell Avenue) starting June 5. Mail orders only through June 4.

COUPON

GE DISCOUNT COUPON

Please send me _____ tickets at _____ each for the July 5 performance of "Music Man" and/or _____ tickets at _____ each for Mitzi Gaynor July 19. Total remittance enclosed _____. Make checks payable to Doorway Promotions. Mail to Doorway Promotions, Inc., Box 5157, Fort Wayne, IN 46895. Enclose stamped self-addressed return envelope with mail orders.

Name _____
Address _____
City _____ State _____ Zip _____
Phone _____

This coupon may be presented at Memorial Caliseum Ticket Office (Parnell Avenue) starting June 5. Mail orders only through June 4. For best seats order by mail NOW!

Great Gift-Giving CASH BACK SPECIALS

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Portable 8-Track Player

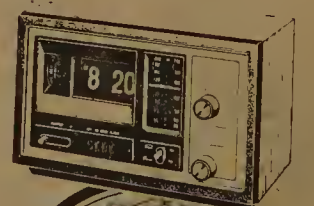
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Cash Back \$4.00
NOW \$30.49



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Cash Back \$5.00
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FM/AM Digital Clock Radio
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Cash Back \$2.00
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General Electric News

GE FORT WAYNE, INDIANA

MAY 19, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 18

Low-cost plants in South offer keen competition

Local businesses continue to be concerned about major competitors concentrated in low-cost, southern communities.

This fact was again stressed in a recent roundtable meeting attended by Dick Dashnaw, Taylor Street plant manager in the General Purpose Motor Department, and about 20 GPM employees.

Dashnaw listed several reasons

why competitors have built plants in the South. It included lower taxes, availability of land, lower construction costs and significant labor rate advantages.

He said that Emerson and Century-Gould are two of GPM's primary competitors with southern facilities. "They are definitely in a position to go after a better share of the market if we are un-

able to compete with them," Dashnaw said.

The manager went on to explain many of the factors involved in GE's efforts to offset competitive disadvantages. "Probably our biggest single concern in Fort Wayne is the productivity of our operation and the quality of our product."

Dashnaw illustrated this con-

tention with charts showing the need for improvements in promises kept to customers for both normal orders and repair and returns. Basically, the promises kept record depends on delivery of the desired motor on time. Customer returns occur when the motor doesn't meet the customer's specifications or quality requirements.

Considered a crucial factor in GPM's synchronous flow system of building quality motors is attendance. "It is important because we produce thousands of models a year, about 1600 of them with an annual quantity of just one. That means our system is carefully planned to meet a tight schedule and if attendance drops off, it will always hurt our ability to produce," Dashnaw said.

At various times during the roundtable meetings, which will be arranged on a regular basis during the next few months, employees ask questions about situations in their work areas.

Rose Markey, of stator repair, is probably more aware of stator wind, inject and finishing quality

Please turn to Page 4



CALENDAR

June 3: Hermetic Motor Operation picnic
June 11: Specialty Motor Department (Broadway operations) picnic, 11:30 Foster Park
June 17: Taylor Street Specialty Motor Department all-family picnic at Shoaff Park
July 3: Wire Mill picnic, Sycamore Grove
July 8-10: Three Rivers Festival in Fort Wayne; department activities being planned to tie in with this community celebration
August 12: Transportation Operation picnic, Goeglein's Reserve
AUGUST 18: AR & DL Employee Relations (ACSO), Accounting Administration, OSHA and Purchasing Department family picnic and square dance
August 23-24: GE Club open house
September 8-9-10: GE sponsors "Up With People" centennial celebration concerts in the Foellinger Outdoor Theater in Frank Park
September 9: SMD open house of Broadway and Taylor Street
September 16: Quarter Century outing of the Coliseum
October 7: Specialty Transformer Business Department open house and tour, later
October 13: GE NEWS centennial issue
October 14: Hermetic open house
October 15: Special observance of official centennial day



ROUNDTABLE discussion during a recent informative meeting at General Purpose Motor Department, Taylor Street, drew comments from many participants, such as Rose Markey, Carol Baumgartner and Annie Bryant, shown above left. After the meeting, leaders and employees also had a chance to talk individually about the business as did Dick Dashnaw, James Wright, Bill Black and Jerry Hauser.

Benefits Manager Chauncey Miller answers some pertinent questions about retirement which could affect your future

(Editor's Note: The one man who sees more GE employees who retire in Fort Wayne than almost any other is Chauncey Miller, benefits manager. These questions, mostly about retirement, were prepared from comments Chauncey received during recent talks to employees about their benefits.)

Q: What is the earliest age at which you can retire?

A: There are a number of alternatives. You may retire at age 55, provided you were participating in the pension plan on August 14, 1955. If you become disabled, you can retire at any age provided

you have 15 years of pension qualification service and are approved by the company's pension board. You may also retire between the ages of 60-65 on optional pension. However, if you retire between ages 60-62, your pension will be reduced three percent for each year prior to age 62.

Q: At what age should you start planning retirement?

A: The earlier, the better. It is probably a good idea to look into various retirement options available to you at about age 50. There are several GE plans available to those who would like to have more than the regular pension

check and social security benefit each month. The retirement option arrangement provided for by the Savings and Security Program and vacation banking are two that are available to those who are interested.

Q: What is the latest I can contact the benefits office before I retire?

A: We recommend at least three months ahead of time. That gives us time to prepare the necessary papers and explain all the options that are available to you when you retire. Some of the things usually involved are employee life insurance; comprehensive medical expense insurance; dependent life insurance; the survivorship option; pensioners medical care plan; pensioners hospital indemnity plan; review of beneficiary designations and others. Those three months are also necessary so you can receive your first monthly pension benefit check without delay.

Q: What is continuity of service? And what happens if I work 10 years for GE, leave, and then come back?

A: Continuity of service means you have 52 or more weeks of continuous service at GE.

For a former GE employee who had at least 10 years of pension service benefits, it takes six months for his continuity of service to be restored.

Q: How does the savings and security program and retirement



POINTING OUT some of the advantages of early planning for retirement was part of a benefits speech by Chauncey Miller, benefits manager.

option account affect social security after you retire.

A: They are not computed as income.

Q: What happens to the vacation pay I have coming when I retire?

A: You can either take your vacation prior to retirement or if you have vacation days left when you leave, those days will be paid to you in a lump sum.

Q: If I take a normal retirement at age 65, what is the rule of thumb in determining how long it will be until I recover what I have put into the pension account?

A: Most pensioners recover their contributions paid into the program within the first year of receiving benefits.

Q: How do I figure out what my pension check would be before I actually retire?

A: The best way is to let us calculate an estimate for you by calling our office and making a request. Basically, it is calculated according to your present pay and the number of years of pension benefit service you have accumulated.

Q: What is a dependent?
Please turn to Page 4



A WIDE RANGING AGE GROUP of General Purpose Motor employees were recently involved in a session about company benefits. The questions in the adjoining story came from this group and others.

WATER: GE investments protect valuable local resource

Water is a resource that people in this country took for granted for a long period of time. Now, with population and industrial growth, individuals and businesses are becoming more concerned regarding the availability and quality of this valuable resource.

Water treatment at General Electric relates to both water discharged directly into the St.

Mary's River from our Taylor Street property and water discharged into the municipal sewer system from all three Fort Wayne plant locations — Taylor Street, Winter Street and Broadway. Because of its water treatment processes, GE meets or exceeds all federal, state and local requirements, according to Don Mohrman, manager-division en-

vironmental, OSHA, energy resources operation.

A significant water treatment project which began in the late 1960's was related to air pollution control. Initially, a "water scrubbing" technique was used to remove the last traces of contaminants from enameling oven stack emissions at the Taylor Street wire mill. After several years of

operation, however, it became apparent that the "scrubbing" technique created other problems relative to water treatment. As a result, "water scrubbing" was replaced by a fume combustion system which is effective for both water and air environmental control.

Over \$1 million was invested to convert this emission control sys-

tem. Additionally, because of the system's fuel requirements, it is significantly more expensive to operate.

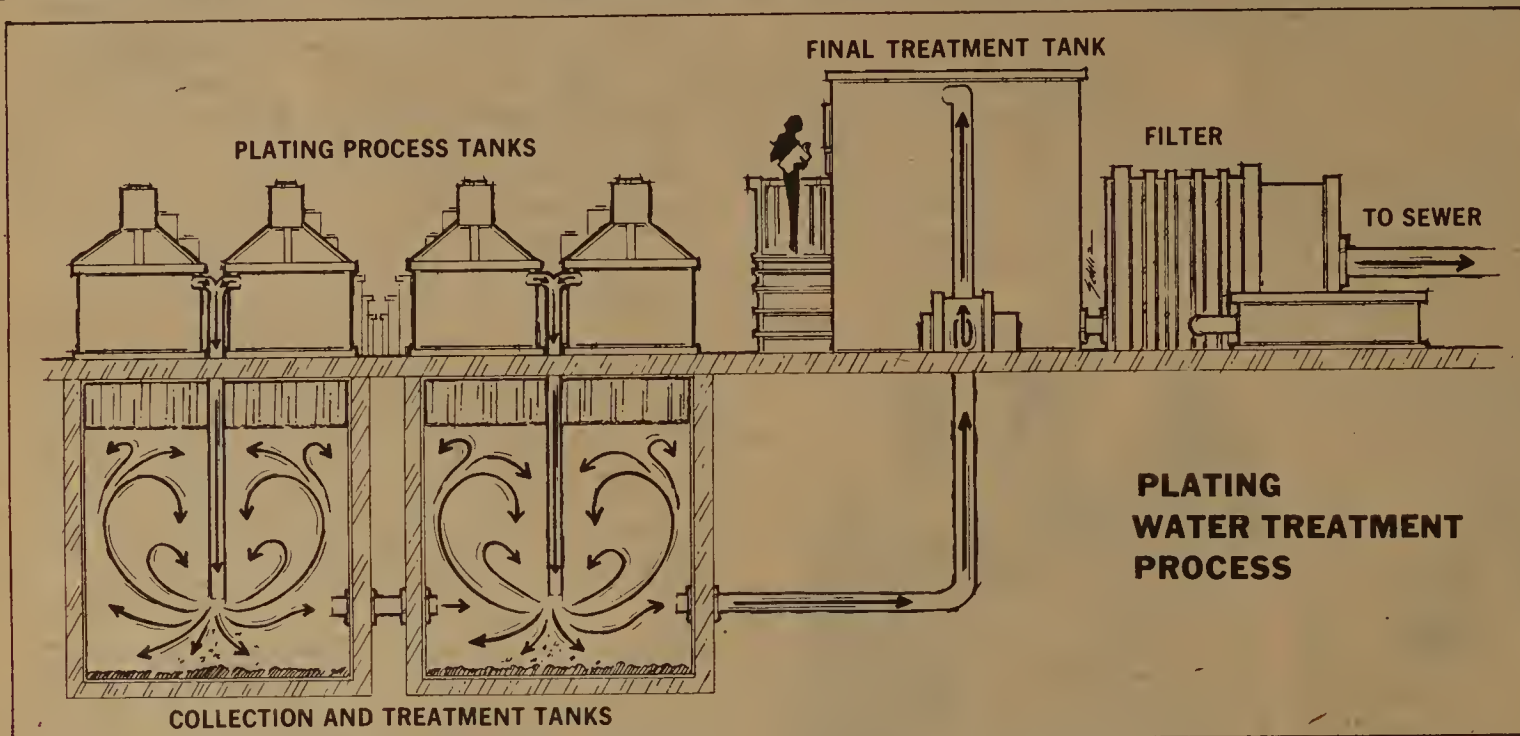
A \$250,000 environmental control project was completed at the General Electric Taylor Street plant. This system effectively treats contaminated water used in plating and other processes before it is discharged into the municipal sewer system.

Surface (i.e. rain) water is also a concern. Rain falling over the coal storage, scrap and salvage and truck depot areas at the Taylor Street plant can become contaminated (e.g. coal dust, particles of oil and grease) before draining into the St. Mary's River.

In recognition of this hazard, at a cost of \$500,000, a system was developed and installed to collect and treat this rain water. According to Don Mohrman, "This system uses the latest technology available in the industry. Our tests show that only high quality water discharges are being released into the St. Mary's River."

State and local authorities check water as does the General Electric Company. In addition, although it goes beyond the requirements of any existing regulation, the Company engages the services of specialists outside the firm to monitor waste water from the General Electric Company just to be doubly sure that all requirements are met.

It goes without saying that money invested in these environmental projects is well spent. However, it is also important not to lose sight of the fact that these expenditures significantly increase the cost of conducting operations without improving productivity or the utility of the products manufactured here.



THIS SKETCH of GE's \$250,000 plating water treatment process is shown above. Water from the plating tanks (upper left), which contains metal in solution form, is carried to treatment tanks below where it is processed chemically to transform the metal solution into particulate matter. It is then pumped to the final process tank, where flocculent is added to

facilitate the settling process for the metal particles. Virtually all impurities are removed during this stage. However, to ensure that the highest possible standards are met, the water goes through a final filtering process before being discharged into the public sewer system.

Save twice during Spring savings bond-appliance promotion

During General Electric's Spring Savings Bond Promotion, GE employees can save twice on the purchase of selected major appliance models.

Through May 31, GE is offering \$25 and \$50 U.S. Savings Bonds, depending upon the model selected, with the purchase from participating retail dealers of eligible major appliances from the largest product selection ever. And, of course, General Electric employees also are eligible for Employee Courtesy Discounts under the Employee Purchase Plan.

This is the third continuous year for the General Electric Bond Promotion that was initiated in 1976 by GE as a Bicentennial Bonus to stimulate dishwasher sales. The Spring promotion provides the largest product selection ever.

Eligible for a \$25 U.S. Savings Bond is a wide selection of products, including the three just-introduced Potscrubber III® built-in

dishwashers—GSD900, 1000 and 1200—as well as three built-in Potscrubber II® models—GSD870, 970 and 1070. Employee Courtesy Discounts are \$45, \$50 and \$55, respectively, for the three-model series of Potscrubber II and III dishwashers.

Additionally, two convertible dishwasher models, GSC750 and GSC890, and the convertible trash compactor GCG661 are eligible for the \$25 bond. Employee discounts are \$40 and \$45, respectively, for the convertible dishwashers and \$30 for the compactor.

Four refrigerator products eligible for a \$50 U.S. Savings Bond include two top-freezer refrigerators, model TBF21DW and General Electric's 20.6-cubic-foot ice-dispensing refrigerator, model TBF21TW, and two food-freezers, upright model CA21D and chest model CB25D. Employee discounts for the TBF21DW is \$65; for the TBF21TW, \$65; for the

upright freezer, \$55; and for the chest freezer, \$55.

Five laundry models are eligible for \$25 bonds, including three Mini-Basket® tub models—WWA835OV, WWA845OV with programmable selections and the WWA8500V, with General Electric's unique Dispensall® system, as well as the matching gas (DDG9280V) or electric (DDE9200V) dryer. Employee Courtesy Discounts for these items are: WWA8350V, \$40; WWA8450V, \$40; WWA8500V, \$45; DDG9280V, \$35; and DDE9200V, \$30.

Range models include the high-low JHP97G, with a microwave upper oven and a self-cleaning

lower oven, that's eligible for a \$50 bond and \$105 employee discount, as well as a single-oven self-cleaning range, model JB500, and model JBP87G with a ceramic glass cooktop that are both eligible for the \$25 bond. Employee Courtesy Discounts are \$65 for model JB500 and \$85 for the JBP87G.

To receive the U.S. Savings Bonds, consumers need only fill out the bond certificate, available at participating dealers, and return it along with owner registration card and sales slip to the General Electric Company. The savings bonds will be mailed directly to the consumer in about eight weeks.

Doyle named Corporate relations V-P

Frank P. Doyle has been elected by General Electric Company's Board of Directors as Vice President-Corporate Employee Relations. He succeeds Leonard C. Maier, Jr. who recently was named Senior Vice President-Corporate Relations and who announced Doyle's appointment, effective in May.

Doyle has been president of Frank P. Doyle Associates, a New York management consulting firm, since its founding in 1972. He has been closely associated with General Electric's employee relations operation, playing an active role in GE's national union negotiations and other employee relations activities since 1972.

In his new position with GE, Doyle will have responsibility for all employee relations functions at General Electric, including

union relations, equal opportunity-minority relations, compensation and benefits, personnel research and the company's Professional Development Operation, headquartered in Crotonville, New York.

RETIREMENTS

THE MEN AND WOMEN listed here have retired, but have chosen not to have their picture appear in the **GE News**. What appears after their name is the department in which they worked and their service date, as recorded by the benefits-pension office. **JANUARY 1978**, Marjorie J. Hubert, General Purpose Motor Department, 1948; **FEBRUARY 1978**, William C. Moses, Specialty Transformer Business Department, 1941; Richard C. Pierce, Specialty Transformer Business Department, 1941; Ralph W. Reinking, General Purpose Motor Department, 1940; **MARCH 1978**, Eileen G. Fitch, General Purpose Motor Department, 1948; Lloyd R. Wire, Hermetic Motor Operation, 1941; Charles E. Reece, General Purpose Motor Department, 1953; **APRIL 1978**, Robert L. Arnett, Ballast & Specialty Transformer, 1941; Paul J. Baedeker, Appliance Components Support Operation, 1941; Mildred M. Reynolds, General Purpose Motor Department, 1950; Lillian L. Shaffer, Hermetic Motor Operation, 1950; Lester C. Thimlar, Appliance Components Support Operation, 1955; James W. Ward, Specialty Transformer, 1941; **MAY 1978**, Marjorie A. Klatz, Specialty Transformer Business Department, 1951; Raymond E. Stanger, General Purpose Motor Department, 1941.

'HUMORICKS'



"Is your machine the one with an oil leak?"

(Send your sketches and ideas for Humoricks to: **GE NEWS**, 18-3, 1635 Broadway, Fort Wayne, Indiana 46804. We can illustrate an idea or use your art.)

General Electric News

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100 Years of Progress for People



SALE OF THIS AFGHAN, made by a resident of the Crossroads-Fort Wayne Children's Home, will provide a small income for the girl of the rehabilitation center who created it and any profits will be donated by the Partizan Chapter of Elex back to the operation of the center. Shown assisting with the community service project are: Vero Neuenschwander, Elex president; Alice Hahn, Partizan project chairman; Larine Peters, Elex advisor; and Marie Stephen, Partizan volunteer. Watch for a special feature about Elex's special work with the girls at the Crossroad center in a future issue of the **GE NEWS**.

Next one-day Elex trip heads to Dearborn shops

Reservations are now being taken for an Elex-sponsored one-day trip to the Fairlane Town Center in Dearborn, Michigan.

The Saturday, June 24, bus trip will depart from the Lindley Avenue gate at 7:30 a.m. and arrive back about 10 p.m.

Fairlane Town Center features 150 stores on three levels. In addition to Hudson's and Lord and Taylor department stores, there are 9 women's apparel shops, 19 women's sportswear shops, 17 women's specialty houses, 8 women's shoestores, 12 jewelers, 5 men's apparel stores, 16 men's sportshops, 2 children's apparel outlets and 14 restaurants to visit.

The Fairlane Town Center is also connected by monorail to the Hyatt Regency Hotel in Detroit with access to more interesting

places.

Each person signing up for the trip will receive more information about the restaurant possibilities.

All Elex members and guests, employees and guests, and retirees and guests are eligible to take advantage of the trip.

Tickets for members are \$12, all others \$13.

Reservations must be received by Elex contact women or the club office (Ext. 3555) by Friday, June 9. All tickets sold on a first come, first serve basis.

Checks may be mailed to: Elex Club Office, Building 18-3, 1635 Broadway, Fort Wayne, Indiana 46804.

On the day of the trip, cars may be parked in the Lindley Avenue GE lots.

ELEX JUNE CALENDAR

- 1 — Pen-El Chapter Board Meeting, 9 a.m., 604 West Fourth Street.
- 2 — Reservation deadline for the Elex Club vacation shutdown Caribbean Cruise.
- 2 — Quintus Chapter board meeting, time and place to be announced later.
- 5 — Partizan Chapter board meeting, 11:30 a.m., Lucky Steer Restaurant, 2012 Getz Road.
- 5 — Elex Executive Board banquet and installation of 1978-79 officers (invitation only) 6 p.m., Lester's Party Room.
- 7 — Elex Executive Board end of the year banquet (invitation only) 11:30 a.m., Zoli's Cafe, 2420 Broadway.
- 14 — Pen-El Chapter picnic, 12 noon, Pond Pavilion, Franke Park.
- 16 — Quintus Chapter installation and social meeting, time and place to be announced at a later date.
- 19 — Elex Club outgoing and incoming officers Executive Committee Meeting, 6 p.m., 1142 Elm St., New Haven.
- 20 — Partizan Chapter picnic, 12:30 p.m., Lakeside Park, Lake and California Avenue.
- 21 — El-Par Chapter picnic, 12 noon, Pond Pavilion, Franke Park.
- 24 — One day trip to Fairlane Town Center, Dearborn, Michigan for Elex members and guests, GE employees and guests, pensioners and guests. Transportation — \$12 for Elex Club members and \$13 for guests.
- 26 — Honor-ettes Chapter social meeting - Salem United Church of Christ Hall, 2401 Lake Avenue.

BENEFITS

Continued from Page 1

A: A dependent can be an employee's spouse or any unmarried child under 23 years of age, provided that the child 19 and older is not employed fulltime and is principally dependent on the employee for support. The term "child" means the employee's own children and legally adopted

children and step-children who reside in the same household of which the employee is head.

Q: When are pension checks mailed?

A: They are mailed to arrive around the first of each month. However, they may be delayed in the mail. I recommend waiting at least one week before notifying the pension office.

Q: Can I have my pension check deposited directly in my

bank account each month?

A: Yes. Simply give the name of your bank and your account number to the benefits office personnel and it will be arranged.



'WHAT'LL IT BE?'

GE cafeterias featuring...

MONDAY, MAY 22 — homemade beef rice soup, Italian beef steak, chicken and noodles. **TUESDAY, MAY 23** — homemade chicken noodle soup, roast pork sandwich, chili mac. **WEDNESDAY, MAY 24** — homemade navy bean soup, vegetable swiss steak, hom and potatoes au gratin. **SPECIAL:** Mexican Fiesta plate. **THURSDAY, MAY 25** — homemade chicken vegetable soup, hot turkey sandwich, beef and noodles. **FRIDAY, MAY 26** — homemade beef gumbo soup, baked hom, macaroni and cheese, fried fish. **AVAILABLE DAILY:** french fries, grilled and fried sandwiches, assorted sandwiches, solids and desserts.

ROUNDTABLE

Continued from Page 1

problems than most other employees. During the meeting, she mentioned that many of the errors she sees could easily be detected before they reach her. "But as these errors increase, it makes it harder for me to keep up with the testers," she explained.

More comments were contributed by other members of the roundtable and slides demonstrating many of the latest appli-

cations of GPM motors were shown.

Jerry Houser, a first shift assembler with 12 years' experience at GE, stayed after the meeting to ask the plant manager if employees could expect orders to get "soft" in the months ahead.

Dashnaw responded that reduction of delivery cycles and improving quality and promises kept would help build customer confidence. "This is our best opportunity to offset concerns about a soft order rate in the second half of the year," Dashnaw said.

Great Gift-Giving

CASH BACK SPECIALS

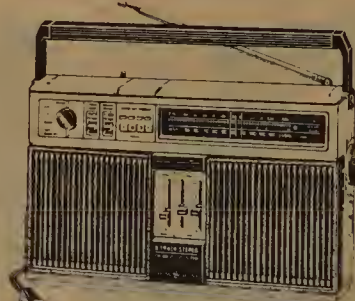
Now is the time to save on the many gifts you are buying for vacation, Brides, Graduates, Father's Day or Birthdays with this value-packed selection of radios, tape recorders and 8-track tape players. Save two ways — special low prices **PLUS INSTANT CASH BACKS**.

Come in today for your cash-back coupon and extra savings on these extra special products.

Cash rebates effective on purchases from now through June 18, 1978.

Radios 8-Track Tape Players

OR TAKE ONE TO A GAME!



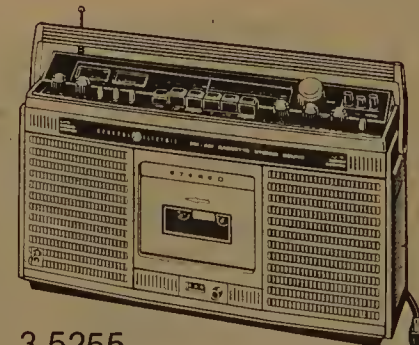
3-5531
FM/AM/FM Stereo Radio-
8-Track Stereo Tape Player **WAS \$79.98**

**WITH \$10 CASH BACK
NOW \$69.98**



3-5209
FM/AM Radio-Cassette
Recorder with Built-in AC

**WAS \$48.99
WITH \$5 CASH BACK
NOW \$43.99**



3-5255
FM/AM/FM Stereo Radio-
Cassette Recorder

**WAS \$125.99
WITH \$10 CASH BACK
NOW \$115.99**

THE EMPLOYEE STORE

1030 SWINNEY AVE. 11-5:30 WEEKDAYS

GENERAL  ELECTRIC

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FORT WAYNE & ALLEN COUNTY

INDIANA

General Electric News

GE FORT WAYNE, INDIANA

MAY 26, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 19



DURING RECENT INFORMATIVE meetings in the Specialty Motor Department-Taylor Street, supervisors addressed their work crews and answered questions. In foreground at left is Chet Reinking, general foreman, while Caheen Murnhy, supervisor of rotors and endshields, is at the podium.

SMD meetings pinpoint quality needs

Data presented to Specialty Motor Department-Taylor Street employees during recent informative meetings reflects some areas of improvement compared to last year, but also shows the need for more progress in order to meet the SMD business goals in 1978.

Charts were shown representing motors per operator hour, one of the basic productivity measurements. Motors per operator hour statistics demonstrated that the 37,000 motors per week Taylor Street production goal was met or exceeded several times this year. The trend for meeting this target is upward. However, the weather was a significant negative factor in that progress again last winter.

Presenteeism, among many other influences, has a major impact on production. The total Taylor Street average absenteeism rate, which is read off time cards on a regular basis, reflects a "very modest" improvement compared to the same January-April period last year. Better presenteeism was called for in order to make up for lost produc-

tion earlier in the year.

Quality costs, which are equal to scrap dollars plus rework, have reflected the increases in the rate of production. "We are maintaining our quality image with our customers, but there is needed emphasis on quality responsibility at the work stations to reduce scrap and rework," explained Tom Gebhart, quality control manager.

During the first four months of the year, it was reported that the plant has been meeting its production schedule for promises kept to the customer, although there has been pressure by the model mixture being manufactured and difficulty keeping equipment running at high levels. The ability to maintain "promises kept" reflects a definite improvement compared to last year, but will require a continued special effort by the workforce to get essential motors out each week.

Safety and housekeeping are also being kept on record on a regular basis. Response was reported to have been good in correcting the safety hazards that

have been identified by SMD safety teams during the first four months of the year.

In addition to the previously mentioned factors that influence the business, employees at the informative meetings heard a review of an attitude survey which was given to employees in November. Basically, the answers to general climate questions on the survey showed 76 percent of the answers had improved over a

Please turn to Page 3

Competitor reports sales up during first quarter of year

Westinghouse has reported first quarter sales rose 8.2 percent while earnings gained 16 percent compared with 1977 profit figures. The GE competitor also said higher profit from all three of its operating companies, plus the broadcasting and credit subsidiaries, boosted first period net income to \$66.2 million or 76 cents a share. Industry Products earnings were "up sharply" while Power Systems increased its earnings on essentially the same volume.

Enjoy your holiday break

The three-day Memorial Day weekend marks the third paid holiday for most General Electric employees here at Fort Wayne facilities.

Except for special operations and services, in general the plant will be closed on Monday, May 29, in observance of the holiday.

The next issue of the GE News will be June 9.

Motor school helps distributors increase know-how about product line

About 230 representatives from General Purpose Motor's Five Star Distributor Program have completed an intensive "Five Star Motor School" designed to update the motor application and selling skills of GE franchised distributors.

Unlike many "factory schools", the GE Five Star School is structured to be an active and participative learning experience—not films and lectures. In addition, the instructors are GE personnel with years of experience in motor applications, selling, problem-solving and teaching.

Judging from the reaction of Larry McComb, vice president of the Wagner Electric Five Star distributorship in Fort Wayne, that strategy has paid off.

"The course was great. Presented by top notch people. Superior to any of the comparable seminars I've attended—and I've been to a lot," Larry said.

The course agenda was developed by GPM in conjunction with an independent training consulting company. Principal people in the distributorships were interviewed and joint sales calls were made with the distributor salesmen. Then their ideas and activities were incorporated into the program to address the needs that were identified.

Glen Rout, senior specialist for the distributor market and an instructor of the course, said, "The initial part of the school concentrates on developing the technical competency of the students. We review the fundamentals of an electric motor and talk about the different types available and discuss common causes of motor failure."

He emphasized that the material was geared so anyone involved with the sale of a motor could understand it without having to be particularly technically inclined.

Larry McComb said a particularly outstanding part of the three-and-a-half day course was an exercise in identifying a motor without a nameplate—a common occurrence in his work at Wagner. "The exercise offered us a chance to exchange ideas with GE people who have tremendous engineering expertise. It was great, a crowning event of the course."

The study also included development of consultative selling skills—how to select the right motor for an application, identifying buyers, developing account potential and others.

There was emphasis during the latter stages of the course on development of personal selling skills, things like how to organize and plan sales calls, overcoming objections of buyers and the importance of follow-up.

Galen Lehman, president of Wagner Electric and also a course graduate, said, "With so many companies building motors and pushing their products, there is increasing pressure on us to know more about the motors we sell."

He commented that price, delivery, quality and growing concern for motor efficiency are primary customer needs. Both he and Larry agreed the motor school helped them learn more about how GE products fit into those needs.

According to Glen Rout, over 100 companies have participated in the special motor school since classes began last September. More are being scheduled for the remainder of the year.



ONE OF THE BENEFITS of the Five Star Motor School is that it trains distributors to be better able to sell the designed-in advantages of GE motors. From among the competitor offerings, Larry McComb, vice president of Wagner Electric, is selecting a GE five horsepower TRI CLAD motor. At left is Galen Lehman, president of Wagner Electric. Both men are recent motor school graduates who were highly complimentary of the course.



INSTRUCTOR Glen Rout explains the use of a GE order catalogue as a selling aid with customers during a segment of the Five Star Motor School program.

A TIME FOR CARING AND GIVING



CONSTANTLY LOCKED DOORS for at least 30 days is a way of life for the girls at the Diagnostic Center, Crossroads-Ft. Wayne Children's Home.

For 30 or more days of testing, they cannot leave the locked building. Personal items are taken away. Anything like a crayon or pencil used in their activities is considered a potential weapon and must be accounted for after each lesson. There is continuous supervision.

This is the world of the 12-18 year old girls assigned to the Diagnostic Center at the Crossroads-Ft. Wayne Children's Home.

The restrictions on their lives right now are sad in a way. But they are necessary. Why? Because these young women are burdened with problems many others fortunately don't experience that young or sometimes never.

Drugs. Prostitution. Parents and guardians who take advantage of them. Moral uncertainty. No one to listen to their heartaches. All emotionally disturbed to some degree.

During this important time in their lives, the Center and its staff is giving them diagnostic evaluations toward a recommendation for future placement. In this closed treatment environment, the staff is examining many psychological, psychiatric, sociological, academic and medical health fac-



DIFFERING MOODS, DIFFERING EXPRESSIONS tell the story of a visit between Portizon Chapter volunteer Lucinda Pettit and one of the girls at the Diagnostic Center. A benefit of the Elex group's visits is the chance for socialization it offers the girls during their 30 days of closed treatment testing.



CROSSROADS is a church-funded facility with many programs designed to help youth from several states. Volunteers from the Elex Club Portizon Chapter have been giving their time to a Diagnostic Center at the home. From left is Lelo White, Ann Robinson, Alice Hahn, Frieda Armstrong and Lucinda Pettit.



STAFFER Pam Estes is in charge of recreational activities for the girls, who come to the Center as court committed or welfare referrals in need of testing to help determine what should be the next positive step in their lives.

tors in their lives.

Into this existence has come another important factor, the Partizan Chapter of General Electric's Elex Club.

What role can they possibly play? How could a retired GE woman relate to a much younger woman who comes from an obviously different cultural walk of life?

As Pam Estes says, "The Elex women are important to them right now because they bring wisdom in a gentle way, model figures who represent a constructive pattern unlike what many of them have been able to come in contact with before."

Pam is an activities specialist at the Center, in charge of planning recreational activities for the girls receiving a diagnostic treatment. (She also happens to be the daughter of Frances Estes, a GE Taylor Street order service employee.)

Pam contacted the Elex Club last December, and since then the Partizan Chapter of the club has made the Diagnostic Center its community project. Frieda Armstrong, as outgoing president, began the association with the Center and Alice Hahn has assumed the duties as chairman. Many other members of the chapter have also volunteered their time.

Asked why she has taken an interest in the project, Alice said, "I feel like giving a little love and affection to someone who really needs it. Those girls have a long road to go and they need all the understanding they can get."

"The project is something new for our chapter. It's rewarding and gives us a chance to make personal contact. It's as good for us as it is for them," Frieda commented.

General Electric News

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100 Years of Progress for People

Retirees invited to SMD picnic

The Specialty Motor Department picnic committee has invited all SMD Taylor Street retirees to attend their family picnic Saturday, June 17, at Shoaff Park on St. Joe Road.

The picnic will be going on from 11 a.m. until 4 p.m., with games planned for all ages and food and refreshments served.

Call Ginny Burkett, 743-7431, Ext. 2213, for reservations.

TABLE TENNIS CHAMPIONS — The winners of this year's table tennis league celebrate their victories. Left to right in the photo are: Albert Chung, champion of singles handicap tournament; Karl Kuzeff, No. 1 player on the league championship team and the team tournament champions; Charlie Richardson, No. 2 player on the league championship team and the team tournament winners; Ron Nelsen, doubles champion; Fred Shaheen, No. 3 player on the league championship team;



(Hill Richardson, No. 4 player on the league championship team and the team tournament winners) Ray Fischbach, GE Club Supervisor, is substituting for Hill who is out of town; Phil Herrick, league handicapper, No. 3 man on team tournament

winners, doubles champion, and runner up in singles tournament. Herrick commented, "The key to success in table tennis tournaments is in the handicapping." High scorers were: Ramish Gandhi, 10-1; Albert Chung, 7-1; Stan Antalis, 7-2; and Robert Gage, 7-1.

Sports banquet reservations due

Today is the last day for making reservations for the GE Club Annual Sports Award and Recognition Banquet.

The dinner program will begin at 6 p.m., Tuesday June 6, in the GE Club auditorium.

All those who participated in the GE sports program are invited to attend, and may bring their families.

The \$4 smorgasbord dinner includes chicken, swiss steak, mashed potatoes, gravy, green beans with ham, salad, german chocolate cake and coffee.

Reservation forms are available at the GE Club, 1030 Swinney Ave. Call Ext. 2042 for more information.



'WHAT'LL IT BE?'

GE cafeterias featuring...

TUESDAY, MAY 30 — homemade beef noodle soup, baked chicken, ham, green bean, potato casserole. **SPECIAL:** grilled bologna sandwich, worm cobbler. **WEDNESDAY, MAY 31** — homemade minestrone soup, broiled veal cutlet, spaghetti with meatballs. **SPECIAL:** Mexican fiesta plate. **THURSDAY, JUNE 1** — homemade chicken rice soup, turkey with dressing, baked beans with wieners. **SPECIAL:** shaved stocked ham on special bun. **FRIDAY, JUNE 2** — homemade potato chowder, hot pork sandwich, macaroni and cheese, fried fish. **AVAILABLE DAILY:** french fries, grilled and fried sandwiches, assorted sandwiches, salads and desserts.

GOLF CORNER By Roy Brokaw

MEN'S GOLF LEAGUE LOW SCORES: Dick Macleod 38, Al Engle 39, Bill Sutton 39.

BIRDIES: Dick Macleod, Al Engle, Bill Sutton, Roger Reed, Virgil Hiatt, Dick Schoenherr, Tom Roberts, Dewey Karnes, Don Alcott, Jim Closson, Barry Light, Dick Mills, Bob Fritze, John Tucker, Lou Downing, Larry Brothers.

SANDBAGGER OF THE WEEK: Don Bentz 51 (10 strokes under his average).

PUTTER OF THE WEEK: Roger Reed, 12 putts (six one-putt greens) and Dan Merriweather, 12 putts (four one-putt greens and a chip in).

HIGHLIGHTS AROUND THE LEAGUE: All three Monday leagues (McMillen, Brookwood and Colonial Oaks) were cancelled because of rain; consequently, the golf news is a little skimpy this week.

Golfers seem to have the early season blues. They are grumbling about their scores, the lousy weather, double-bogeyitis, bumpy greens, and lack of mid-season form, none of which are conducive to good scoring. I think the tonic we need is a little sunshine, some 80 degree weather and no high winds!

If your golf league is looking for ways to speed up play, here are some self-examination questions to save time: 1. While others are playing, do I size up my shot and decide what club to use? 2. When I hit a ball into the rough, do I line it up with objects in the area where it went, thus saving time in searching for it? 3. Do I spend a lot of unnecessary time in shot preparation? 4. Am I looking over the line of my putt while others are putting out? 5. Do I leave the green immediately after the last player holes out? 6. Do I always know when it's my turn to play? and am I ready to play?

DID YOU KNOW: That Ben Hogan was one of 125 golfers who shot their age or better in 1977? Ben matched his age of 64 at the Shady Oaks Country Club Course in Fort Worth, Texas. Shady Oaks measures 6,975 yards from the tees Hogan played, making it the longest track on which anyone has ever shot his age. The old pro can still play the game!

SEVENTH INNING STRETCH

By Pat Ebetino

The GE Softball League is in full swing, with seven games already having been played.

From the looks of things, there is plenty of excitement and scoring this year.

The Finance Team has picked up two wins so far. The first was a 21-1 decision against the Question Marks and the second win was a 34-5 conquest of the Specialists.

Broadway Grill, the only other undefeated team in the league, turned back Taylor Street 14-7 and then bombed the Apprentices 31-0.

Taylor Street has a pair of victories to its credit. Included is a 25-13 victory over the Apprentices and a 22-2 shellacking of the Question Marks.

The Question Marks, however, have a win to their credit, having outdueled the Apprentices 9-7.

SMD MEETINGS Continued from Page 1

similar survey given in 1976 and answers to general satisfaction questions showed 86 percent had improved compared to the previous year. (The complete survey results are available by contacting Ginny Burkett in the SMD employees relations office at Taylor Street.)

The 11 meetings conducted included a question and answer period by supervisors; an explanation of competition between workgroups toward meeting the business goals by Karen Phillips

Lehman, manager of operations analysis; an overview by Chet Reinking, general foreman; and an outline of the actions taken by the department in response to needs expressed in the attitude survey by Ginny Burkett, employee relations specialist.

Smaller group roundtable meetings have also been scheduled by Plant Manager Dick Johnson for interested employees. Those interested in attending a roundtable should contact their supervisor for information.



EXAMINING the displays was a "browsing" part of the recent 30th Annual GE Fishing School at the club auditorium last week, which drew over 300 people.

Fishing school names winners

Winners for grand prizes at the 30th Annual GE Fishing School last week have been announced.

P.E. Hitzemann, 1001 Illsley, is winner of the first grand prize. It is a fishing trip for four with Capt. Hodd Arlic of Manistee, Michigan, as guide. Overnight lodging and five hours of fishing on Lake Michigan are provided.

Jerry Crow, RR 1, Markle, won the second grand prize drawing.



FISHING SCHOOL backers shown above are: Al Arlic (grand prize donor), Paul Beltz, Bob Lehman (organizers) and Dick Wilkinson (representative of Bill Zup's Landing).

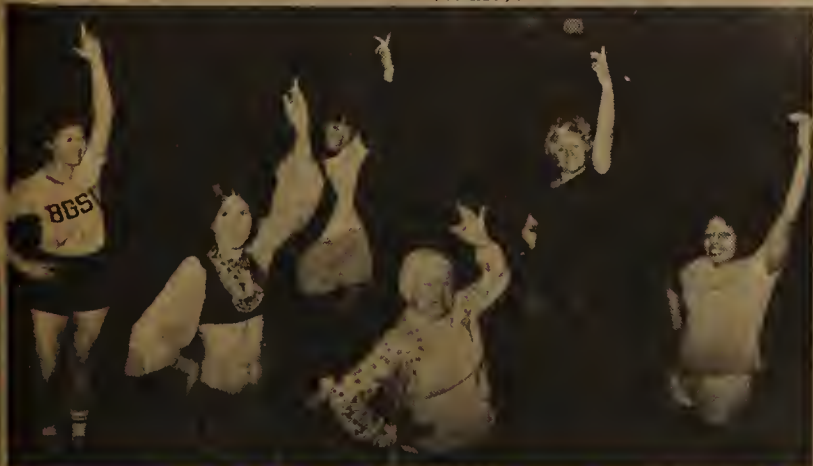
It is a Canadian fishing trip for two at Bill Zup's Fishing Camp at Lac La Croix, in Ontario Province. The all expenses paid three-day trip includes meals, lodging, charter boat and guide.

The third grand prize winner is Darrel Fox, 1130 St. Mary's. He won a fishing trip for two with Capt. Al Arlic, of Manistee, Michigan as guide. The prize includes overnight accommodations.

(Two of the charters were donated by Al Arlic, a mold and die maker in Building 19-4, and his brother Hodd, operator of the Michigan boat charter.)

Winners of the trips receive free accommodations, but provide their own transportation to and from the camps. The Canadian trip party is met at Zup's landing on the U.S.-Canada border north of Duluth, Minn.

Children's grand prize winners were: John Yerger, RR 4, Box 102a, Albion (rod and reel); and Todd Rehner, RR 1, Churubusco (radio).



HOW SWEET IT IS to exercise off a few pounds and tone up your muscles for the summer. You feel better, think better and work easier. At least that's what many GE women have been saying as a result of a YMCA-GE sponsored exercise program which has been conducted at the GE gymnasium on Tuesday nights. During the session pictured above, Jan Timmons led the group in bellydancing. From left are: Sharon Finzer (Appliance Components Support Operation), Jan Timmons (instructor), Ginny Burkett (Specialty Motor Department), (unidentified GE pensioner), Giselo Tossler (General Purpose Motor Department, Winter Street) and Johnnie Goldsby (GPM, Winter Street).

RETIREMENT REFLECTIONS

Plans of pensioners take shape

BENJAMIN F. KNUTH, 37 years' service, **SINCE 1940** started as an iron händler in the Transformer Business **RETIREES JUNE 1978** large press broke operator in the Specialty Transformer Business Department **PLANS:** "Golf and fish."



MELVIN A. ROSE, 37 years' service, **SINCE 1941** began on the speed lothe in the Fractional Horsepower Motor Department **RETIREES JUNE 1978** precision grinder and shaper in the General Purpose Motor Department **PLANS:** "Catch up on my fishing."



CORRECTION from the May 19, 1978, **GE NEWS:** the men and women listed here have retired, but have chosen not to have their picture appear in the **GE NEWS**. What appears after their name is the department in which they worked and their service date as recorded by the pension benefits office. **MARCH 1978**, Marjorie J. Hubert, General Purpose Motor Department, 1948; William C. Mases, Specialty Transformer Business Department, 1941; **APRIL 1978**, Richard C. Pierce, Specialty Transformer Business Department, 1941; Ralph W. Reinking, General Purpose Motor De-

partment, 1940; Lloyd R. Wire, Hermetic Motor Operation, 1941; **MAY 1978**, Charles E. Reece, General Purpose Motor Department, 1953; Mildred M. Reynolds, General Purpose Motor Department, 1950; Lester C. Thimlor, Appliance Components Support Operation, 1955; James W. Word, Specialty Transformer Business Department, 1941; **JUNE 1978**, Robert L. Arnett, Specialty Transformer Business Department, 1941; Marjorie A. Klotz, Specialty Transformer Business Department, 1951; Raymond E. Stonger, General Purpose Motor Department, 1941.

General Electric News

GE FORT WAYNE, INDIANA

JUNE 9, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 20

STBD sales healthy, product mix changes

Overall business activity in the Specialty Transformer department in Fort Wayne is continuing at strong levels, in spite of changes in the product mix demanded by customers during the first months of 1978.

Among the three main markets served, control and power transformers is above budgeted levels for 1978, special magnetics is steady and slightly up, and power supply volume is down.

This contrasts sharply with the situation in 1977 when control and power transformers actual sales were below expected levels, and power supply strongly exceeded budget.

The net effort on total employment for STBD this year, however,

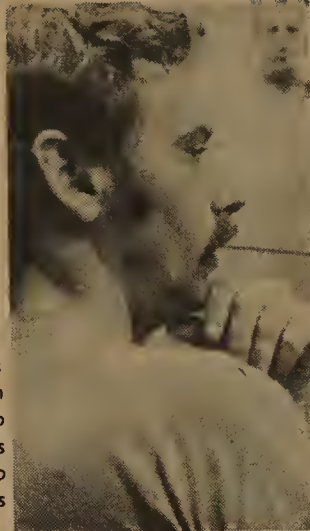
is remaining relatively constant. Employment is expected to maintain that even profile for the rest of the year, according to Shop Operations Manager Larry Rybicki, who recently addressed employee roundtable meetings where current business interests were discussed.

Rybicki said overall STBD sales are relatively healthy. Orders have especially increased for smaller quantity, shorter runs particularly as a result of the industry-wide trend toward smaller inventories.

Another characteristic of the market, also related to reduced inventories, is customer demand for shorter delivery cycles. "As customers begin to expect short-



ROUNDTABLE questions during a recent business session at STBD came from Mary Hughes and Alberto Malcalm, in one of a series of meetings designed to better acquaint employees with market conditions.



DISCUSSING challenges that currently face the Specialty Transformer business are: Dick Roberts (photo at left); Larry Rybicki, shop operations manager; and Tam Rehrer, supervisor, (shown above).

er delivery times and our competitors become able to provide it, there is increased pressure to increase productivity and efficiency," Rybicki said.

To serve the changing market and product mix, STBD has experienced increased training costs as employees have learned

to do new jobs required to keep customers supplied. Overtime, a business cost not figured into the customer's price, has increased significantly through the first five months of the year to meet the demand.

In explaining the decrease of power supply volume, Rybicki said there were two main causes — a reduction in orders by a major customer and design problems by another major customer in the office duplicating industry. "We don't anticipate building up our power supply line rates again until 1979, depending on the customer's timetable in solving their design problems," Rybicki said.

During the remainder of 1978, four major strategic thrusts have been identified for STBD. They are: (1) increase market share (2) reach for smaller quantity orders in the power supply business (3) concentrate on

short-cycle response to customer needs (4) heavier penetration in construction industry markets.

At the same time, emphasis is being given to investment needs in the department. "Our competitors have begun to catch up with our technology during the past 10 years, so our engineering department has responded with long-range redesign plans for almost two-thirds of our present product line," the shop operations manager told employees.

Redesigns in the 26-1 machine tool and control lines will involve more semi-automated processes to use less material and to optimize product designs. A 19-B QM "O" core redesign will also include a materials cost takout and mechanization. The medium and large power transformer redesign plans are expected to capi-

Please turn to Page 2

Don Cochran to lead HMD

Don Cochran has been named general manager of the Hermetic Motor Department headquartered in Holland, Michigan. The announcement was made this week by George Farnsworth, vice president and general manager of the Appliance Components Business Division.

Mr. Cochran is currently manager of manufacturing for the General Purpose Motor Department in Fort Wayne.

At HMD he replaced Dave Gifford who was recently named general manager for International Lighting Department, headquartered in Cleveland, Ohio.

Since beginning his career with General Electric in 1950 as a member of the Engineering Test Program, Cochran served in a number of positions with HMD and the Components Sales Department before joining GPM in 1968.



DON COCHRAN

FOREIGN THREAT

Japanese manufacturers score victories with U.S. customers

Foreign competition on high volume, small induction motors like those being made in Buildings 4 and 6 by the General Purpose Motor Department has been growing during the past few years.

This competition, primarily from Japanese manufacturers, is on motors being used in everything from computers to home movie equipment and adding machines.

The competition was most recently noticeable when it was learned here that Hitachi has been approved by IBM for a significant order of small induction motors. Previously, General Electric had been enjoying 100 percent of the total order.

Price was a leading factor in losing part of the order, since the Hitachi bid was said to be substantially below GE.

"In many cases the prices quoted by foreign manufac-

turers are 40 to 60 percent below ours, mostly on large volume jobs of 20,000 units or more per year of just one model," said Walt Riedinger, manager of sales-data communications and international.

"Typically these competitors go to the expense of getting UL and CSA approval of their motor, tool for produc-

tion, then give the customer a firm price which they will stick with for as long as 18 months to get the order," he said.

The effects of the partial loss of the IBM order to Hitachi are not expected to have an impact here until the first quarter of 1979 and will depend on GPM's ability to get other sales.

On a similar competitive situation in 1976, the Japanese firm of Matsushita priced a 40-50,000 unit order about 40 percent below GE to capture an order with Bell and Howell. "In that context we were able to get smaller volume business to offset that order loss, although that is one of the reasons our M-49 line is presently not running at previous levels," Riedinger said.

GPM engineering and manufacturing people have analyzed the competitors'

motors. They have found that materials, methods of construction and quality do not present any particularly new product innovations that GPM motors cannot compete effectively against, said Riedinger. Our competitors' major strength appears to be lower operating costs and hence lower prices.

To compete more effectively on price for this high volume motor business, as previously announced, a small, leased motor assembly facility to be located in the Mexico border zone is being established. "With this facility we hope to recapture some of the high-volume business that we are losing, while keeping production levels at Broadway up with lower volume business and multi-model production," said Riedinger.

A GPM assembly facility near the U.S.-Mexico border

will complement the small lot strength of the Broadway facility by concentrating on selective high-volume markets.

One of these high volume markets is for synchronous motors used in "floppy disc" computer applications, where the current price of motors is about 40 percent below the GE price level. Oriental, another Japanese motor manufacturer, currently enjoys almost exclusive supply of that 80-100,000 unit per year market to several U.S. computer manufacturing companies.

On smaller orders, GE is able to compete more effectively with its matching production system. "The small order market is expected to remain healthy as new orders are received, many of them by companies manufacturing new, innovative products," said Riedinger.





RECOGNIZING community-minded contributions helped form a special relationship between Fred Holt and organized labor. This presentation shows Holt, IAM Lodge 70 leader Bud Curtis, Employee Relations Operation Manager Bill Hamilton, and IUE Local 901 leader Bob Yaunghaus.



WHETHER JOINING THE RANKS of blood givers at the GE Club to mark his five gallant donation or **ADDRESSING LARGE GATHERINGS** at the Memorial Coliseum, Holt exhibits characteristic zeal and enthusiasm for a cause he believes is worthwhile.



Holt retires after 42-year career; was ACBD head, sector consultant

Fred Holt, former vice president and general manager of the Appliance Components Business Division (ACBD) and recently appointed consultant for the Industrial Products and Components Sector, has retired.

Holt came to Fort Wayne in 1967 as deputy division general manager of the Component Products Division. He has headed the Appliance Components Division, now called ACBD, since its creation in January, 1968. He was elected a vice president of the company on February 21, 1968.

A native of Springfield, Missouri, Mr. Holt joined the General Electric Company after being graduated from the University of Missouri School of Mines at Rolla with a bachelor's degree in electrical engineering.

Holt had various positions in engineering and marketing before being named manager of marketing for the General Purpose Control Department in 1953. He served as the general manager of the Appliance Control Department in Morrison, Illinois, from 1954 until his appointment as manager of the Home Laundry Department in Louisville, Kentucky, in 1957. In 1962 he was named general manager of the Household Refrigerator Department where he served until his appointment here.

During his career, Holt has been closely associated with such product innovations as the filter-flow washer and side-by-side refrigerator freezer.

He originally joined the General Electric Company as a test engineer in 1935 in Schenectady, New York.

Mr. Holt and his wife, Dorothy, are the parents of three children, Frederic, Jon and daughter Terry.

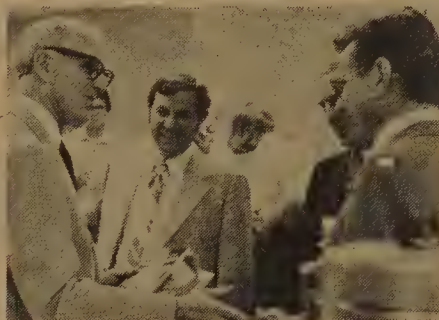
Heavily involved in community affairs, Holt has been active with the following organizations: Fort Wayne Indiana-Purdue Advisory Board, Committee of 24, Civic Theatre Board, Indiana-Purdue University Foundation, Martin Luther King Montessori School, United Way of Allen County, Fort Wayne Chamber of Commerce, the Fort Wayne National Bank Board, and is also a member of the Quest Club of Fort Wayne.



EXPRESSIONS of thanks were awarded Holt during last year's Quarter Century Outing. The honor signified Holt's "11 years of continued support of the club" and its activities.



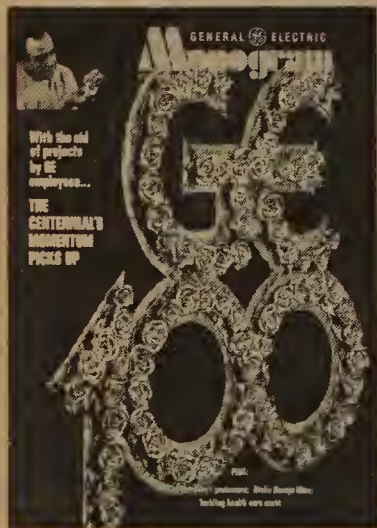
TECHNOLOGY LEADERSHIP was an important goal expressed by Holt to many groups such as the one shown here. One of the subjects being discussed with these MANFAM graduates was microprocessor technology. At a later date during a specially convened engineering technology conference Holt said a "premium has been put on the need for continued technical leadership by the fact that companies which could be GE customers continue to build their own motors, whether we like it or not."



AT A RETIREMENT RECEPTION Holt was greeted by Ray Watkins, Hermetic Motor Operation manager of shop operations, and United Way tap officials Al Turner and Chuck Merrill (ABOVE LEFT). Other guests at the reception included Fred Andrews, Union relations specialist and wage administrator; Larry Stoner, patent investigator; and Sylvia Kunzie, of the legal operation office staff (ABOVE RIGHT).



'Monogram' cover features GE 100 artwork created by Area Services painter



The current May-June edition of Monogram, General Electric's international magazine, features a cover photo of a Fort Wayne GE employee and a centennial artwork project.

Joe Horvath, an Area Services industrial maintenance painter, is the featured artist.

The project consists of 83 hand-made aluminum roses and over 700 individually formed leaves in the shape of the GE 100 centennial logo. The leaves and roses are mounted on cardboard and displayed on a red velvet background in a walnut frame.

Over 100 hours of painstaking

effort went into the project as Joe sculpted the roses with his fingers and attached them to the frameboard with pipe cleaners.

The finished project was then carefully shipped to Fairfield, Connecticut for the cover photograph.

Since then, the delicately cre-

ated project has been returned to Fort Wayne and is expected to be a part of public centennial displays later this year.

Joe is also remembered for another project which celebrated the nation's bicentennial birthday—a handcarved large size rendition of the Declaration of In-

dependence.

Asked about his prolific talent for the handicrafts, Joe stated simply, "The more things you make, the more you learn and can do."



TRANSFORMER Continued from Page 1

talize upon core and coil uniformity. The 91 "Y" series in the north and south line of Building 27 will be redesigned to improve product for performance and satisfy customer needs. The final element of the department's plan will be to improve the overall business system.

"What we've got to incorporate into our manufacturing processes during the next few years is an a-

bility to work smarter," Rybicki stressed.

In addition to a question and answer session with employees, plans were announced at the roundtable meetings for the STBD open house October 7, in conjunction with General Electric's centennial observances this year. Family interest exhibits and a plant tour are being planned for the open house.



GOT A SPARE DROP OF BLOOD? The Appliance Components Support Operation and Specialty Transformer Business Department are jointly sponsoring a bloodmobile for GE employees on the west side of Broadway on June 16. Blood donations will be taken at the GE Club from 12:15 to 4 p.m. From left are Sharon Finzer, Al Alspach, Ike Coleman, Bud Dunlap (with the big drop of blood) and Harold Ralston.

MONDAY, JUNE 12 — homemade beef vegetable soup, flame broiled beef steak, creamed chip beef and macaroni. **SPECIAL:** grilled ham and cheese sandwich and hot turnover. **TUESDAY, JUNE 13** — homemade chicken gumbo soup, baked chicken, beef stew. **SPECIAL:** grilled bologna and apple crisp. **WEDNESDAY, JUNE 14** — homemade beef barley soup, roast beef and dressing, ham and great northern beans. **SPECIAL:** Mexican fiesta plate. **THURSDAY, JUNE 15** — homemade split pea soup, Swedish meatballs, beef chop suey over rice. **SPECIAL:** chili dog and hot cobbler. **FRIDAY, JUNE 16** — homemade clam chowder, baked meat loaf, macaroni and cheese, fried fish. **SPECIAL:** two pieces of fried fish, sliced cheese, side order of macaroni and cheese, \$1.05.

Personal share statements coming soon

"Whether your age is 25, 30, 40, 50, or 60, the soon-to-be-distributed Personal Share Statement will have value for you."

So says Doyt Schaadt, manager-personnel accounting and banking.

"First thing you can do, if you've kept your previously issued Personal Share Statements, is see how your benefits have increased through improvements and pay increases. Last year's pay increases escalated such GE benefits as pension, life insurance, long-term disability insur-

ance, S&SP values, Income Extension Aid, and pay for vacations, holidays, and sick time," says Schaadt.

"Also, you should remember that the figures showing on this year's Personal Share will climb again, almost immediately, for hourly and nonexempt-salaried employees with the general pay increase of late June."

But it's not just finding out how much more you're going to get that's important, says the manager. "The GE benefits package tries to provide the best possible

broad range of benefits to fit the needs of the average employee. You can use the figures on your statement to determine whether, in your individual circumstances, you may wish to give greater emphasis to a particular area through outside purchases. And you should check out how well your GE retirement income stands up even though retirement may be years away."

He points out that if you're within five or ten years of retirement you should give a great deal more attention to this aspect of the statement. "Check out how well your estimated retirement income of pension and Social Security combined stacks up against your take-home pay. See if you are making use of Savings & Security Program features to give your retirement income a boost."

"And," says Schaddt, "take a look at the amount of money it would take to duplicate your GE pension benefits if you purchased such benefits at age 65. Compare that with the relatively small amount you will have contributed to the plan at age 65."

It is planned to distribute Personal Share Statements through supervisors next week.

GE-made plastic helps car industry achieve efficiency

Today's car owners often think about gas efficiency now that gas prices are high and promise to go even higher. GE people in the Plastics Business Division know that they are supplying part of the answer as the automobile manufacturers work to achieve the goal of 27.5 miles per gallon for the average car by 1985. GE's Lexan, Noryl, Valox, and Genal, are currently in use on today's cars replacing metal. These light but extremely durable engineering plastics are playing an increasingly significant role in the automotive industry as weight reduction becomes a logical solution to greater miles per gallon.



NEW OFFICERS elected recently to lead the Elex Club are: (front row) Vicky Hauser, first vice president; Judy Schrack, president; Glaria Smith, assistant treasurer appointed by company; Martha Musselman, treasurer appointed by company; (second row) Juanita Scheimann, secretary; Alberta Malcolm, second vice president; (third row) Mary Stewart, trustee; Jaanne Bowers, Marcella Kranmiller and Arlene Switzer, directors; Bertha McLemare, trustee. Other officers serving the 1978-79 year include, director Frances Kuzeff, previously elected for a two-year term; outgoing President Vera Neuen-schwander and First Vice President Berdetta Deventer who will serve as director.

GOLF CORNER By Roy Brokaw

MEN'S GOLF LEAGUE LOW SCORES: Eben Cobb 35 and 39, Warren Wickliffe 38, Jim Walley 38, Bill Green 38, Kerry Doepke 39, Mel Guillaume 39, Roger Reed 39, Mike Lepper 39.

EAGLE: John Elliott holed out his third shot, a 20-yard sand wedge, on the par five 16th hole at Brookwood for an eagle 3!

BIRDIES: John Blair (2), Jim Walley (2), Lee Shaw (2), Pete Gorrell (2), Mike Hadley (2), Eben Cobb (2), Lou Downing (2), Luther Putman, Don Shafer, Jim Closson, Leon Lahrman, Bob King, Kerry Doepke, Mel Guillaume, Mike Fuller, Sol London, Fred Kohler, Bill Green, Wally Castle, Don Bell, Roger Reed, Dick Macleod, Tim Marsh, Barry Light, Bob Fritze, Bruce Wilson, Milt Marks, Mike Lepper, Lee Guillaume, Kenny Bainbridge.

SANDBAGGER OF THE WEEK: Fred Kohler 43 (9.8 strokes under his average).

PUTTER OF THE WEEK: Steve Epperson, 11 putts (three one-putt greens and two chip-in's).

WOMEN'S GOLF LEAGUE LOW SCORE: Rachel Kelley 45.

HIGHLIGHTS AROUND THE LEAGUES: Since there was no GE NEWS published on Friday, June 2, we have two weeks of golf news to report.

Mother Nature did it again when showers wiped out both Tuesday leagues at Foster Park and Brookwood on May 23.

We now have ten GE golf leagues in operation with 326 players (including 22 women) assaulting four golf courses in search of that elusive goal, "par." What a pleasant way to enjoy an outing with your fellow co-workers!

The team of Jim Stewart, John Bodenhafer, Ed Edwards and Ron Korte won the Spring Florida Scramble Tournament at the Colonial Oaks Golf Club on Saturday, May 20, with an 11 under par 60. Second, via the back-up system, was the team of Terry Bashelir, Gary Sykes, Bob Farnbauch and Dick Parlow with a 61. Third was the team of Earl Stauffer, Lee Shaw, Lee Finch, and Bill Able with a 61. There were 18 four-man teams participating; a good turnout! During the tournament, the winning team was actually rained out on the 16th hole, but they returned on Thursday, May 25, to finish and win! Perseverance pays off!

DID YOU KNOW: That Tom Jones, Thursday league-Foster Park, laid his golf bag down along side of the tee and then proceeded to hit his tee shot ball right into the open end of the bag! That's a real grass-cutter!

7th INNING STRETCH By Pat Ebetino

Both Broadway Grill and the Finance team continued to roll this past week in the GE Club Softball League. Each team picked up two victories in as many outings. Finance started with a 18-4 triumph over Taylor Street, then finished with a 16-3 victory over the Apprentices. In that game, Al Meyer and Dennis Drum hit home runs for the winning team.

Broadway Grill made their victories look easy. First they pounded the Specialists 28-0 behind the home run power of Denny Glass, Rusty Patterson and Steve Hosier. In their second contest the Grill trounced the Question Marks 21-1.

LEAGUE STANDINGS

Broadway Grill	4-0
Finance	4-0
Taylor Street	2-2
Question Marks	1-3
Specialists	0-2
Apprentices	0-4

GE lists stock, fund unit prices

The GE "stock price" and the "fund unit price" to be used in the crediting of participants' accounts for the month of April under the Savings and Security Program are as follows: stock price — \$48.944; fund unit price — \$24.308.

The "stock price" is the average of the closing prices of GE stock on the New York Stock Exchange for each trading day of the calendar month.

The "fund unit price" is the average of the daily fund prices, determined for each trading day on the New York Stock Exchange in the calendar month by dividing the number of fund units into the net asset value of the fund.

Employees vote in GE Club election; ballots due June 16

Ballots are being distributed with paychecks this week to elect new officers of the GE Club. They must be returned to the GE Club with preferences marked, no later than June 16.

All General Electric employees are eligible to vote.

The completed election ballots may either be mailed or delivered to the GE Club, Bldg. 23, no later than the June 16 deadline to be counted.

The photos of the nominees, along with the office they are vying for, appear at right and below.

PRESIDENT NOMINEES



Paul Beltz, 26-B



Dick Blair, 31-2

FOR FIRST VICE PRESIDENT



Mel Franke, WS



Glen Buckmaster, 8-1

FOR SECOND VICE PRESIDENT



Helen Thieme, TS



Irene Trimble, WS

SECRETARY NOMINEES



Jerry Elfrid, WS



Mike Winbush, 4-6

DIRECTOR NOMINEES



Carl Brandt, 4-4



Dick Meese, Bldg. 9

PERIODICALS
RECEIVED

JUN 19 1978

PUBLIC LIBRARY OF
FORT WAYNE & ALLEN COUNTY

MERVIL LOWDEN, a machine builder in AMDO's 19-3 shop, displays the \$1280 (before taxes) award he recently received for a suggestion which resulted in a cost savings in the construction of a winding head. The award is the largest in the operation's history.

Machine builder earns \$1280, AMDO's highest idea award

Mervil C. Lowden, a machine builder in the Building 19-3 Advanced Manufacturing Development Operation, has received a suggestion award for \$1280.

According to Frans Bax, operation manager, the award is the highest one ever paid in AMDO history. "The suggestion you made resulted in a significant cost savings and reduced the machining required in making a winding head used on much of the equipment we manufacture. In addition, we are glad you turned in the suggestion because it gives us a chance to recognize the good work you are doing in the shop," Bax commented as he presented Lowden with his suggestion bonus.

Merle Aughinbaugh, AMDO manager of manufacturing, said

the size of the award is rare among AMDO suggestions because most of the work they do consists of building very precisely specified equipment in small quantities. However, the winding head housing affected by Lowden's suggestion is found on many different types of equipment made at the AMDO shop and is expected to continue to be applicable for several more years of machine building.

Lowden, who has 26 years of service with GE, said he had been thinking about making the suggestion for "quite a while" before he actually wrote it up. The idea poses advantages of one-piece construction, less chance of losing concentricity and flatness, and eliminates several lathe operations which required close tolerance, time consuming, work.

Lowden said the suggestion was the second one he has made—the first award was for about \$20. "I don't feel like I'm really an authority on the suggestion program. I think I just got lucky with this latest award, though, and I've got another suggestion pending," he said.

"Merv is one of those extremely patient people who didn't ask what we were doing about his suggestion during the time it took to investigate his idea," Aughinbaugh said.

Lowden began working at GE in 1937. He is a 1942 graduate of the GE Apprentice School and has completed other technical coursework during his career. Lowden and his wife have four children, one of whom is living at home.

Asked what the suggestion bonus cash might be used for, Lowden said it will come in handy since his family is currently building a new home in New Haven.

General Electric News

FORT WAYNE, INDIANA

JUNE 16, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 21

Pay rates for about 4400 to increase again June 26

Another pay raise goes into effect Monday, June 26 for about 4400 employees in Fort Wayne. Hourly rates will increase an average of 28 cents an hour, while the gain in nonexempt salaried rates will average \$10.25 a week.

Annual earnings could be boosted more than \$500 by this increase—even more if an individual has little absenteeism and works some overtime.

These increases will be based on a formula which guarantees the larger of 25 cents an hour (\$10 a week for salaried rates) or 4 percent of current rates. This means that those people now earning more than \$6.31 an hour (\$252.40 in weekly salary) will benefit from the 4 percent provision and get more than 25 cents or \$10.

For union represented employees, this increase is part of the pay improvement package worked out by the company and the union during 1976 contract negotiations. At that time, the company announced that similar increases would be given to nonexempt salaried employees not represented by a union.

Pat Harris, payroll manager, said that the payroll unit is now working on the rate changes so there will be no delay in putting the higher rates into the paychecks to be passed out on June 30 for nonexempt salaried employees, and on July 12 for hourly employees.

This will be the fifth across-the-board pay increase in all of the plant's hourly and nonexempt salaried pay rates since June 1976. In addition, there was a high-skill adjustment in 1976 in many rates of from 5 to 50 cents an hour.

As a result of these larger than normal increases, the average hourly pay on June 26 will be \$6.96—29 percent higher than in May 1976.

Still ahead is another cost-of-living pay increase in November, based on the change in the nation's consumer price index from October 1977 to October 1978. Last year's cost-of-living pay boost added 21 cents an hour to pay rates.

Ed O'Hara, manager of manpower development, pointed out these pay rate increases have kept GE quite competitive with what other companies in this community pay for similar work. "General Electric's approach," he said, "is to maintain its pay rates at levels which attract and retain the kinds of employees needed to operate our local businesses. We have been very successful in attracting new employees as well as those previous employees who were laid off in the 1974-75 downturn."

BENEFITS GO UP TOO

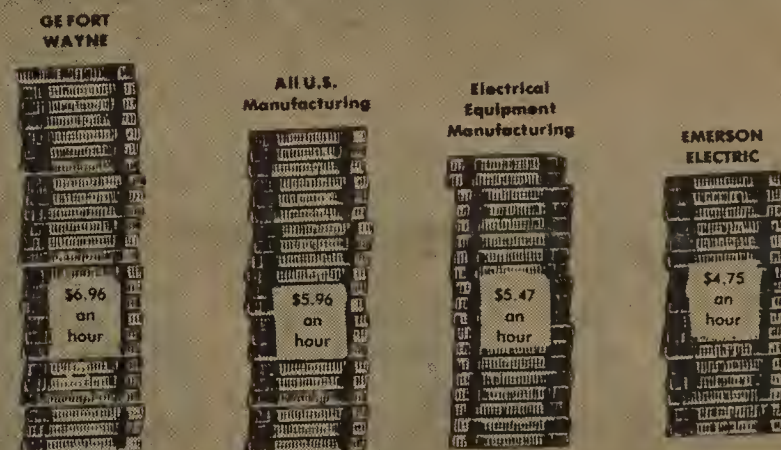
Employee benefits, the other part of the GE compensation package, will also be affected by this month's pay increase. That's because the benefits paid under the plans are directly linked to earnings. As pay goes up, so do benefits.

For example, life insurance coverage under the free GE Insurance Plan will increase about \$1000 for those receiving the 25-cent increase—even more for those getting a larger increase. Vacation and holiday pay and pensions are among the other benefits boosted by the higher pay rates.

Chauncey Miller, benefits manager, pointed out that benefits "roll up" is a substantial and often overlooked bonus accompanying a pay increase.

Salaries for exempt salaried employees are not directly affected by this month's pay raises for others. Their pay is individually reviewed and adjusted periodically in accordance with the companywide exempt salary plan.

HOW DO GE WAGES STACK UP IN INDUSTRY?



THIS CHART shows that average hourly earnings in GE Fort Wayne plants are generally higher here than anywhere else in the industry. The Fort Wayne average shown is based on earnings after the June 26 pay raise. (The current average is \$6.68.) All U.S. manufacturing and electrical equipment manufacturing figures are average straight-time hourly earnings for March 1978, as reported by the Bureau of Labor Statistics preliminary report. The average for Emerson plants range from \$4 to \$4.75 based on the latest available data received in the past year about Division competitors.



CALENDAR

- June 17: Taylor Street Specialty Motor Department all-family picnic at Shoaff Park.
- July 3: Wire Mill picnic, Sheriff's Reserve.
- July 8-16: Three Rivers Festival in Fort Wayne; department activities being planned to tie in with this community celebration.
- August 12: Transportation Operation picnic, Googlein's Reserve.
- AUGUST 18: AR & DL, Employee Relations (ACSO), Accounting Administration, OSHA and Purchasing Department family picnic and square dance.
- August 23-24: GE Club open house.
- September 8-9-10: GE sponsors "Up With People" centennial celebration concerts in the Foellinger Outdoor Theater in Franke Park.
- September 9: SMD open house at Broadway and Taylor Street.
- September 16: Quarter Century outing at the Coliseum.
- October 7: Specialty Transformer Business Department open house and tour.
- October 13: GE NEWS centennial issue.
- October 14: GPM open house-Taylor St., Winter St., Broadway, Decatur.
- October 14: Hermetic open house.
- October 15: Special observance of official centennial day.

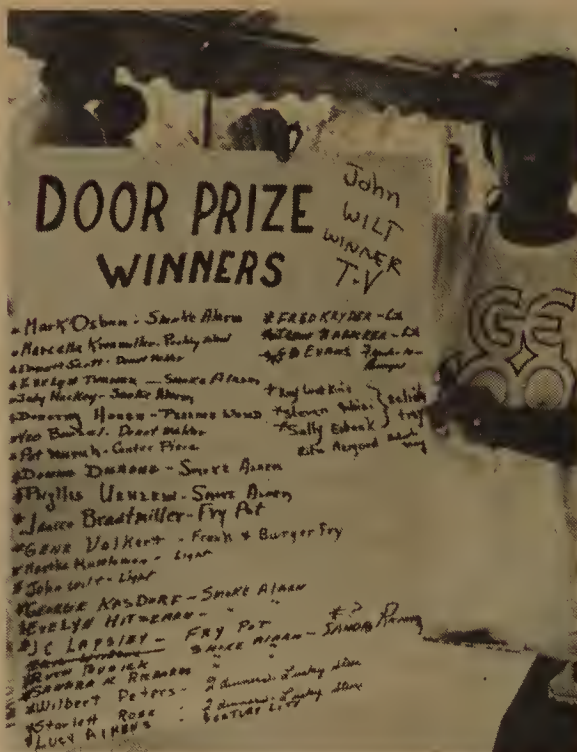
THE GE APPRENTICE ALUMNI ASSOCIATION will be sponsoring an "Alumni Days" night Tuesday, June 20, beginning at 5:30 p.m. at Shiloh Hall. All current apprentice school enrollees and alumni are invited to attend. Included in the program is a social hour, buffet dinner, presentation by Dick Gebert of "The History of the Fort Wayne Apprentice Program", short business meeting and social get-together. Those who haven't made reservations, but are planning to attend, should contact Doug Mills, Building 31-2, Ext. 2066. At right is Dove Dyarman, an apprentice toolmaker in 19-2; Dick Gebert, featured speaker at the dinner; and Doug Mills, association president.





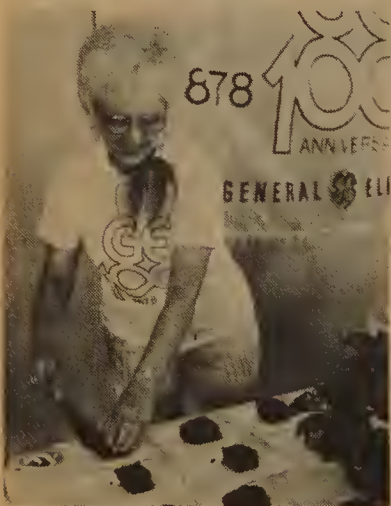
MATTHEW LONSWAY, son of Joe Lonsway, Hermetic Operation supervisor of personnel accounting.

Hermetics celebrates centennial



JOHN WILT, 17-1 die repairman, won a portable GE color television in the grand prize drawing. He is shown above with Dan McDonald, Hermetic Operation manager, and Dottie Askren, manager of employee relations.

LENA LINDSEY, of Line 2 17-3, displays the winners of prize drawings during the HMO picnic last week. Lena served on the publicity and ticket committees.



MARILYNN HOLOCHER, production control specialist, helped serve the delicious desserts during the centennial picnic at Fronke Park.



DOING THE BUMP was part of the dancing fun for these HMO picnic goers. In addition, employees and their families enjoyed free passes to the Children's Zoo, games for all ages — bingo, softball and many others. The celebration marked the first such picnic for Hermetic employees here and is expected to carry with it fond memories for a long time.



DAN TOBEY, 17-2 surface toolroom, takes a swing at the softball.

DANIELLE MCDONALD, daughter of the Hermetic Operation manager, gets some consolation from her father during one point in the festivities.



FOOD HELPERS included: Mary (Liz) Wert, a 17-4 placer; Casey Klester, chairman of the food committee; Helen Lichtsinn, 17-3 quality control auditor; Harvey Corper, 17-4 lead section set up man; and Ron Elliott, industrial and semi truck driver.



THE SAWDUST GRAB (above) brought smiles to the faces of many Hermetic children as they discovered the coins they had won playing the game.

JAMES WEEMES, and children, enjoyed the delicious buffet provided for employees.



'WHAT'LL IT BE?'

GE cafeterias featuring...

MONDAY, JUNE 19 — homemade beef rice soup, Italian beef steak, chicken and noodles. **SPECIAL:** Grilled ham and cheese sandwich and layer cake. **TUESDAY, JUNE 20** — homemade chicken noodle soup, roast pork, chili moc. **SPECIAL:** hot cobbler. **WEDNESDAY, JUNE 21** — homemade navy bean soup, vegetable swiss steak, ham and potatoes au gratin. **SPECIAL:** Mexican fiesta plate. **THURSDAY, JUNE 22** — homemade chicken vegetable soup, hot turkey sandwich, beef and noodles. **SPECIAL:** Bowl of soup and grilled Bologna sandwich, \$.95. **FRIDAY, JUNE 23** — homemade beef gumbo soup, baked ham, macaroni and cheese. **AVAILABLE DAILY:** grilled and fried sandwiches, assorted desserts, salads, vegetables, french fries, and whipped potatoes.



FRANK BOERSEMA, IUE grievance representative and lothe operator, enjoyed the days' activities with his children during the park pavillion picnic.

General Electric News

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100 Years of Progress for People

GE, Honeywell merge information services

General Electric Company and Honeywell announced this week that they have reached an agreement in principle to combine the worldwide operations of General Electric's Information Services Business Division with Honeywell's timesharing marketing operations in the United Kingdom, Europe and Australia. The new company will be 84 percent owned by General Electric and 16 percent owned by Honeywell.

Honeywell is now the exclusive distributor of GE's Mark III (R) computer services in the U.K., Italy and Australia. The other major countries of Western Europe are served by HB Network Information Services, a company

jointly held by Honeywell and Compagnie Des Machines Bull, whose minority interest Honeywell has been negotiating to purchase.

Plans for the new company call for improved integration of the marketing and support capabilities of this global network information services business. The new company will be in a better

position to take advantage of the rapidly growing worldwide demand for such services and to better serve customers' needs for remote access data processing services throughout the world.

The new company is scheduled to begin operations November 1, 1978, contingent upon the necessary corporate and governmental approvals.

Med Systems competes effectively

The Medical Systems Division is driving the competition crazy. At the March meeting of the American College of Cardiology, MSD drove right to the Anaheim, Calif., convention site with \$150,000 worth of monitoring equipment built into a specially customized 26-foot GMC Transmode Van. This enabled Medical Systems personnel to demonstrate the capabilities of its monitoring equipment to more than 7000 cardiologists attending the meeting.

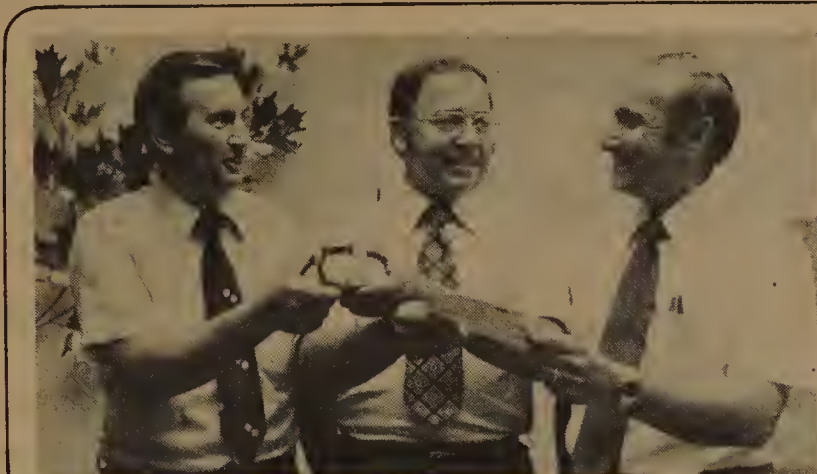


EFFECTIVE PRESENTATION course graduates were recently honored with a recognition banquet, which was culminated with a four-way competition for best speaker. Shown from left are: Roger Grosso, instructor; Dove Dooley, selected as the best speaker; George Dykhuizen, instructor; Bill Zinn, John Moor and Steve Horper, all of whom were voted one of the two best speakers in their classes and competed with Dooley for top honors. During the banquet, Dove Johnson, another EP graduate, won a trophy for "best written paper."

'HUMORICKS'



(Send your sketches and ideas for Humoricks to: **GE NEWS**, 18-3.)



STBD makes patent award

Specialty Transformer Business Department Manager of Manufacturing Herb Miller (left) and General Manager Dan Lovinger (right) have awarded Bob Mills, advanced manufacturing engineer, with his first patent application. The patent application is for an automatic zinc syringe which takes molten zinc from a furnace to an assembly point where it releases the molten zinc for use in the manufactured process for Form V motors, built by the Appliance Motor Department in Dekalb. Mills' new process is less costly and will increase the output of the Form V motor assembly machine. The patent application is a joint effort by Mills and Jessie Stoner, former manufacturing engineer at Dekalb.

GE Club election ballots due

Ballots to elect new officers of the GE Club, which were distributed with paychecks last week, must be returned to the GE Club today in order to be counted in the voting. Pictures of the candidates were in last week's GE News. All GE employees are eligible to vote.

GOLF CORNER By Roy Brokaw

MEN'S GOLF LEAGUE LOW SCORES: Ken Kniss 38, Mel Guillaume 38, Eben Cobb 38, Roy Brokaw 38, Bill Brase 39, John Segyde 39, Paul Yentes 39, Bill Sutton 39, John Tucker 39, Luther Putman 39.

BIRDIES: Mel Guillaume (2), John Segyde (2), Roy Brokaw, Bill Brase, Kerry Doepeke, Ben Knuth, Eben Cobb, Ev Hardy, Don Bell, Bill Green, Duane Leeka, Lee Shaw, Terry Smith, Chauncey Miller, Virgil Hiatt, Fred Bergman, Warren Wickliffe, Bob King, Ken Kniss, Lloyd Grider, Pete Gorrell, Gaylord Gerke, John Tucker, Milt Marks.

SANDBAGGER OF THE WEEK: Larry Coblentz, 53 (8 strokes under his average).

PUTTER OF THE WEEK: Mike Hadley, 11 putts, including eight one-putt greens in a row and Glen Cole, 11 putts, with seven one-putt greens.

This honor is sometimes overlooked in golfing circles, but putting is where the scoring takes place. All of us admire the good short game player who seldom three-putts and can pitch or chip dead to the pin and get down with one putt. The good short game player quickly dispels the myth that your drives must always be 200 yards plus, or you must hit a majority of greens in regulation to score. This type of player seldom has a really bad round, and he is always tough to beat! We need to have more leagues reporting their good short game players.

WOMEN'S GOLF LEAGUE LOW SCORES: Maureen Murtaugh 45, Justine Coudret 47.

BIRDIES: Justine Coudret.

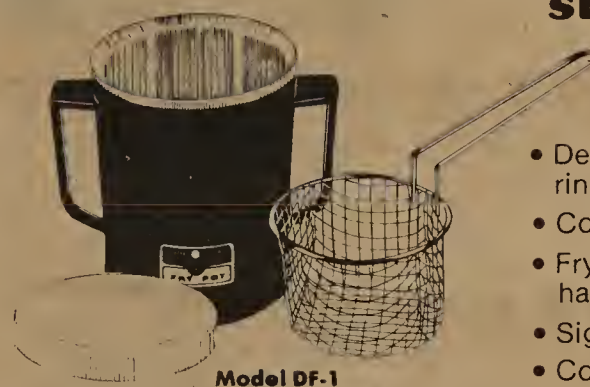
LEAGUE FIRST PLACE TEAMS

	Points	Lead
Team No. 1, Wire Mill, (Mon., Brookwood)	14	.5
Team No. 4, Guillaume, (Mon., Colonial Oaks)	15	1.5
Team No. 4, Easy Aces, (Tues., Foster Park)	19	3.5
Team No. 5, The Dazzlers, (Tues., Brookwood)	20.5	3.5
Team No. 3, Gorrell, (Wed., Brookwood)	29	2.5
Team No. 4, Flying Divots, (Wed., Foster Park)	20	1.5
Team No. 3, Morris, (Wed., Brookwood)	17	.5
North Div., Leeper-Bentz, (Thurs., Foster Park)	24	1.0
South Div., Buckmaster-Hoffman (Thurs., Foster)	26.5	2.0
Div. I, TIE: Putnam-Wright, Shafer-Schoenherr, (Thurs., Foster Park)	25	.5
Div. II, Hill-Pape, (Thurs., Foster Park)	22.5	3.0

DID YOU KNOW: That Walter Hagen once said, "I expect to make at least seven mistakes in a round of golf. Therefore, when I make a bad shot I don't worry about it. It's just one of the seven." That's sound golf advice! There is nothing in the world you can do about past bad shots or bad breaks. Learn to play golf in the present tense, that being the upcoming shot.

Quick summer meals save energy

Fry Pot[®] Deep Fryer has stainless steel interior



Reg. Price \$21.59 SALE \$14.59

- Deep Fryer cooks french fried potatoes, onion rings, fried chicken, etc.
- Compact & economical, uses just 2 cups of oil
- Fry basket included for convenient food handling while frying
- Signal Light tells when preheat is complete
- Cooks with thermostatically controlled heat

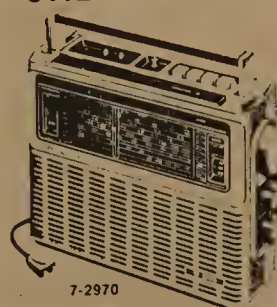
SUPER FRANK-N-BURGER[®] HM2/3826-112

- Super size cooks 2 hamburgers at once, flip grid reverses for 2 sandwiches, 2 boneless club steaks, hot dogs, etc.
- Use top grid cooking side up as a griddle for fried eggs and bacon, scrambled eggs and ham, 2 slices French toast, etc.

Reg. Price \$18.95
SALE \$14.95



STILL SHOPPING FOR DAD'S DAY? SEE THIS!



Switch from AM to FM, PS-VHF (hi), PS-VHF (lo), Aircraft, PS-UHF, CB, Weather or 2 SW bands. It's a 10-band communications center!

- 10 bands, FM, AM, PS-VHF (hi), PS-VHF (lo), Aircraft, PS-UHF, Citizen's Band Weather, 2 Shortwave bands
- 5" dynamic speaker • Memory Log indicator • Precision vernier tuning
- Plays on 6 "D" batteries (not included) or AC • 8 IF tuned circuits
- Squelch control • Bass treble boost switches

SUGG. RETAIL \$119.95

GE STORE PRICE \$82.95

SALE PRICE \$75.00

THE EMPLOYEE STORE

1030 Swinney Ave. 11-5:30 Weekdays

Five pay increases add about \$2850 to typical employee's annual earnings

June 26's increase in the pay rates of hourly and nonexempt salaried employees will be the fifth within two years. Totaling up these raises shows they can add more than \$2850 to an individual's yearly earnings.

The chart at right shows that the \$2850 was figured when it's assumed that a typical work week is 40 hours and the year has 52 and one sixth or 52.1667 weeks.

The increase in yearly earnings could be even higher. That's because there was a high-skill adjustment of 5 to 50 cents on some

job rates on June 28, 1976, and because for some the increase the past two Junes was worth more than 25 cents in their job rates.

UPGRADE HIKE PAY

Upgrades and promotions are other reasons why an individual's increase in annual earnings may have exceeded \$2857 in the past two years.

The increases are scheduled to begin appearing in paychecks to be passed out on June 30 for non-exempt salaried employees and on July 12 for hourly employees.

TYPE INCREASE, DATE	HOURLY INCREASE	WEEKLY INCREASE	ANNUAL GAIN IN EARNINGS
General Increase June 28, 1976	\$0.60	\$24.00	\$1251.36
C-o-1 increase for 4 months Nov. 29, 1976	\$0.06	\$ 2.40	\$125.14
General increase June 27, 1977	\$0.25	\$10.00	\$521.40
C-o-1 increase Nov. 28, 1977	\$0.21	\$ 8.40	\$437.98
General increase June 26, 1978	\$0.25	\$10.00	\$521.40
Total (minimum)	\$1.37	\$54.80	\$2857.28

General Electric News

GE FORT WAYNE, INDIANA

JUNE 23, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 22

Accident insurance coverage now totals \$6.3 billion; rate to remain same

The Personal Accident Insurance Plan's 45 cents per \$1000 of coverage will hold throughout the year beginning July 1, 1978. That information come from Travelers Insurance which underwrites the Plan.

Under the plan, the insurance carrier sets the rate for the coming year on the basis of recent experience. Travelers indicates that claims experience during the past year has been such that the premium could be continued at the low rate of 45 cents per \$1000 of coverage. The rate came down to 45 cents per \$1000 of coverage a year ago. It had been running at 50 cents per \$1000 of coverage.

As of the end of 1977 there was a total of over \$6.3 billion in coverage under the plan with more than 170,000 GE employees participating. The average coverage chosen approaches \$40,000 — a coverage that costs only \$18 per year for an individual.

PAI provides a way for employees to obtain low cost term accidental death and dismemberment coverage in blocks of \$10,000 at the annual rate in force. Under the plan any employees can purchase as much as \$100,000 in coverage.

Current participants are being notified of the continuing premium rate. For them, coverage will be renewed automatically at the amount of insurance they currently hold. To increase coverage as of August 1, the proper forms should be obtained, completed and received by Personal Accounting by July 15. Those who

wish to begin, reduce or cancel coverage, can obtain proper forms from either the employment and relations offices in their department or from the Personnel Accounting Office in Building 18-1 at Broadway.

Newsletters carry details of EEOC agreement with GE

A special newsletter was distributed last Friday to all employees about the agreement which General Electric has reached with the government's Equal Employment Opportunity Commission (EEOC). The June 16 newsletter carries an outline of the agreement which includes programs to improve opportunities for minorities and women to compete for higher rated jobs.

If you did not get a copy of the newsletter, check with your employee relations office to obtain one.

Bench machinist hits jackpot with \$830 time-saving idea

A time-saving redesign of winding arbors has won \$830 for a Specialty Transformer Business Department bench machinist.

He is Eugene (Gene) Grable who works in Building 20-2.

The suggestion Grable submitted to the STBD program consisted of a major redesign of two winding arbors using spacers instead of sideboard latches to maintain sideboard location.

The idea eliminates machining arbor shims and slots, reduces the time standard for fastening and unfastening the sideboards, reduces the frequency of scratched wire and lends itself to other applications.

Virg Curley, Grable's supervi-

sor, said the improvement changes a very fragile design to a more durable one that saves on maintenance costs.

UNIT RETOOLS

The suggestion on the winding arbors came at a time when Grable's unit was in the process of building some new tooling. That meant that there was also some savings involved in the construction and time needed to build the new tooling, Curley added.

The award was presented to Grable by Curley and Manager of Manufacturing Herb Miller. It is Grable's first suggestion award with STBD, however, he had previously won a \$455 award before joining the department.

SPECIAL ANNIVERSARY FEATURE

New 50-year man saw GE grow through half a century

In 1928, when Harold Cornish came to work for General Electric, the company was approaching its 50th anniversary. Now GE is celebrating 100 years and Harold Cornish has joined that unique group of GE people - those who have been with GE for half a century.

Among other things in that year of 1928 when Harold Cornish joined GE, the company conducted the first public demonstration of television in Schenectady and its equipment powered the first cars to run in the Tokyo subway system. Those were just two of a multitude of accomplishments that year.

During the past half century, television has radically changed the habits of many Americans, the Tokyo subway system has become world famous and Harold Cornish has moved from a job as a \$52 per month office clerk in New York to a job as manager of cost schedule control systems at Aircraft Engine in Lynn. He has seen GE grow throughout the second half of its 100 years.

Mr. Cornish was honored recently when "Harold Cornish Day" was proclaimed at the Lynn plant to commemorate his 50 years of GE service.

As part of his official day, Mr. Cornish and his wife were picked up at their home in Lexington, Mass., by a chauffeured limousine and taken to a luncheon at the plant—an affair attended by

family members.

Following the luncheon, Mr. Cornish was awarded a triple-diamond service pin and a certificate of service sent by GE's Chairman Reginald H. Jones. Several gifts were also presented.

Harold Cornish began his career with GE as a messenger and clerk for then Chairman of the Board Owen D. Young at the company's New York executive offices. He stayed with the executive office until 1937 when he entered the Business Training Course (BTC) in Schenectady - forerunner of the Financial Management Program. He "graduated" in 1940 and while in Schenectady, he continued his education at Union College.

He served in the Army during World War II. When he was discharged he went to the GE General Accounting Office in Schenectady. Then followed several assignments and, in 1950, Harold Cornish went to Lynn and began working for the Aircraft Gas Turbine Division.

At 64, Harold Cornish plans to retire late this year. There are two major achievements which he feels dominate his career. He's "proud" of the role he played in helping to establish the Medford, Mass., GE apparatus service center and "of the credibility I have been able to establish for the company in relations with military customers."



LOOKING OVER the dollar signs on a suggestion award for \$830 is pure pleasure for the recipient. Herb Miller, Specialty Transformer Product Department manufacturing manager, and Virg Curley, supervisor, congratulate Gene Grable for his time saving idea.

INSIDE:

SMD picnic marks 25th for department, 100th for GE

SMD 25th, GE 100th birthday picnic draws happy crowd



CLUTCHING the coins she has just won in the "haystack grab" is Judy Gear, granddaughter of Pat Merritt, Specialty Motor Department internal auditor. **ENJOYING** (above) the fun of the "pass the hat dog" game are Jahn Baucher and his wife.



LUCKY AWARD winners for the prizes given away at the recent Specialty Motor Department picnic were Ray Franke and Bill Lamm. From left during the presentation are: Darlene Heare, specialist—advertising and sales promotion; Franke and Lamm; and Cynthia Pallack, relations secretary.



THE MANUFACTURING team came out victorious in the tug of war games. From right, they are: Chet Haines, Sandy Wilson, Jerry Pieper (hidden from view), Jahn Jackson, Bill Lamm and Dottie Swanson. **EVEN BABIES** seemed to relax during the picnic. Below is the new daughter (Jessica) of the Dave Jahnsens.



FASCINATED by the helium filled balloons are the children of Greg Olwine, specialist-foreign subsidiary accounting. **THREE LEGGED RACE** team honors went to General Manager Bill Fenaglia's wife, Becky, and son, Tadd.



ENJOYING THE FOOD at the picnic are Jahn Jackson and guest, Bernice Anderson and daughter, and Addie Stanebraker. **WHEELBARROW RACING** caught the eye of the Carolyn Schutt (second from left) family as Gene Bissell, supervisor at the Measurements Lab and Model Shop, gives some strategic advice to his daughter as she learns "to be a wheelbarrow."



MONDAY, JUNE 26 — homemade chicken gumba soup, breaded pork steak, beef straganoff with noodles. **SPECIAL:** grilled ham and cheese sandwich, fruit turnover. **TUESDAY, JUNE 27** — homemade beef noodle soup, baked chicken, beef, green

bean casserole with biscuit. **SPECIAL:** grilled balagna sandwich, fruit cabler. **WEDNESDAY, JUNE 28** — homemade minestrone soup, breaded veal cutlet, spaghetti and meatballs. **SPECIAL:** Mexican — fiesta plate. **THURSDAY, JUNE 29** — homemade chicken rice soup, turkey with dressing, baked beans with wieners. **SPECIAL:** shaved stacked ham on a special bun. **FRIDAY, JUNE 30** — homemade potato chowder, hot park sandwich, macaroni and cheese, fried fish.

In Memory

WAVELAND BERNARDIN, 1424 Capitol Avenue, Fort Wayne, died May 25. He retired from GPM-Taylor Street in 1974.

JANE CRAIN, 116 W. Foster Pkwy., Fort Wayne, died May 26. She retired in 1977 from SMD-Taylor Street.

WILBERT HUHNS, 2908 Wildmere Drive, Fort Wayne, died May 27. He retired from Section 14, Taylor Street in 1971 as a grinder.

MILDRED PFALLER, RR2, Angola, died May 27. She retired in 1962 from GPM.

PETER KEMP, Haviland, Ohio, died May 28. He was a large crane operator for GPM-Taylor Street when he retired.

LAURA KRAUSKOPF, 10015 Arbor Trail, Fort Wayne, died May 29. She retired from GPM in 1958.

WILLIAM OBERLIN, 3936 S. Barr Street, Fort Wayne, died May 29. He retired in 1963 from Bldg. 17-2.

HARVEY SMELSER, 3530 Bowser Avenue, Fort Wayne, died May 30. He retired from Winter Street in 1966.

FORT WAYNE EMPLOYEE STORE

SPECIALS!

3 DAYS ONLY — JULY 5, 6, 7

CB SALE

HURRY!

Be in touch with local CB action!

Be on the air with this super CB value. Budget priced with no sacrifice in quality.



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All channel CB Transceiver

Featuring 8mm LED Digital Readout and "Red Filter" to reduce bright light washout. High contrast RX-TX meter, and built-in Mic pre-amp, P.A. capability and quick release system.

SPECIAL PRICE ONLY
COURTESY DISCOUNT

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YOUR COST \$35.97

Get into CB today! Get GE CB

with Features and Savings. Come in and see this **special value!**



3-5813

40 Channel Mobile CB

Featuring large, 10mm LED Channel readout, RF Power: 4 watts max., PA (Public Address) capability with CB monitor, large backlighted S/Rf meter, Switchable ANL, screw-on type Mic, and quick release system.

SPECIAL SALE ONLY
COURTESY DISCOUNT

\$59.97
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YOUR COST \$44.97

Performance features
plus LED Channel readout!

SUPER CB



3-5819

40 Channel Mobile CB

JUST IN TIME FOR VACATION

Featuring built-in SWR meter, RF Gain control, Hi-Lo Tone switch, switchable Noise Blanker, ANL and more. Come in and see this GE CB Transceiver soon!

SPECIAL SALE PRICE
COURTESY DISCOUNT

\$89.97
\$20.00

YOUR COST

\$69.97

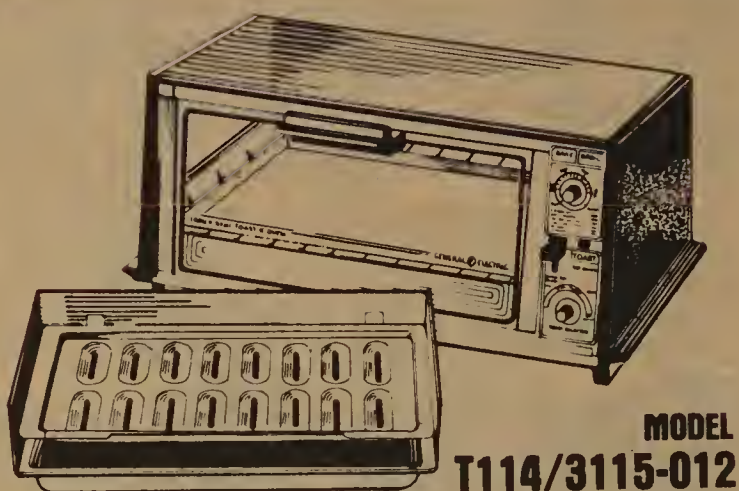
NEW GE HOUSEWARES

JULY 5, 6, 7
ONLY AT
EMPLOYEE STORE
1030 SWINNEY AVE.
WEEKDAYS
11-5:30



toast 'n broil
TOAST-R-OVEN[®]
toaster

Model T114/3115-012



MODEL
T114/3115-012

It's an oven, broiler,
automatic toaster and top
browner.

- Offers 4-way versatility
- Handy counter top convenience
- Kitchen stays cooler in summer

BARGAIN **\$36.59**



**BAG
SEALER**

BAG10/4103-002

**Bag the food - Seal it -
Freeze it!**

- Seals ordinary and boilable plastic bags.
- Easy cooking and clean up.
- For boil-in-the-bag or microwave cooking.



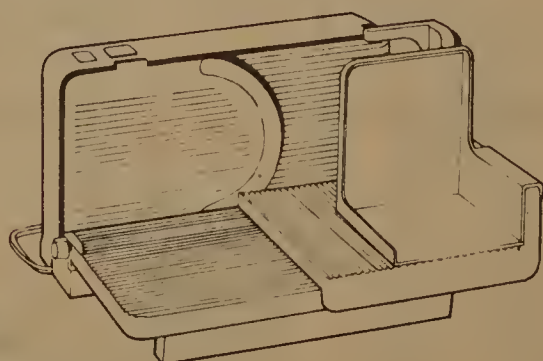
MODEL
BAG 10/4103-002

JUST **\$9.49**



**FOOD
SLICER**
SL-10/3771

GE Food Slicer
Great for leftovers, party
platters, or snacks



MODEL
SL-10/3771

- Slices roast beef, ham, cheese, cold cuts, bread, cucumbers, cabbage, tomatoes.
- Great for leftovers, party platters or snacks. Slices thin to 3/4" thick. Turns leftover roast beef or ham into sandwich-thin slices in seconds.
- Enables bulk buying - buy cold cuts or cheese in bulk and fresh - slice when you want it.
- Space saver - folds up for easy off-the-counter storage.
- Big 6 11/16" removable stainless steel cutting blade.
- Convenient food tray catches food as it is sliced.
- Adjustable slicing thickness control with guide - slices thin to 3/4" thick.
- Blade guard - unit won't work until this is firmly and correctly in place.
- Disassembles to facilitate cleaning.

ONLY **\$36.99**

GET A HANDFUL OF CB

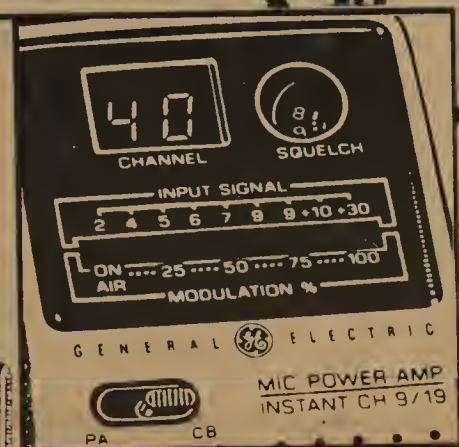
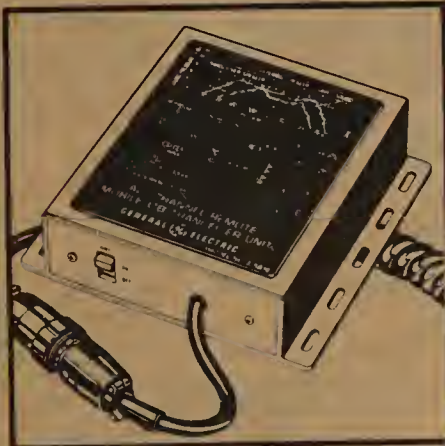


3-5815

JULY 5, 6, 7
ONLY AT
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WEEKDAYS
11-5:30



ALL CHANNEL REMOTE MIC CONTROL CB TRANSCEIVER



**Theft protection . . . good sound . . .
all controls in Mic . . . without
giving up important features.**

Compare against other mic control units: •User's Choice 2 Speaker System •9 Element Electronic LED Bar Meter •Instant Emergency Channel 9/Channel 19 Selector •Compact Transceiver Chassis Housing •"Big Hook" . . . 3-way Mic Mount System •Easy Set Squelch Indicator •PA •ANL

Remote Mic Control Module

•3-Way switch for instant shift to emergency channel 9 or channel 19 . . . with automatic return to channel memory •Choice of sound from IN-MIC Speaker or separate 4" heavy magnet speaker/box with mounting bracket and flanges •"Big Hook" 3-way mic mounting system •Squelch setting digital readout •Electronic slow and fast, up/down channel selector •Channel lock •8MM digital LED readout

with RED FILTER to reduce LED washout in bright light •P.A. (Public Address)—switch on mic (P.A. speaker not included) •Coiled 4 foot mic cord •Formed metal mic control panel •Color: Black & Silver

Transceiver Chassis Unit

•Switchable ANL (Automatic Noise Limiter) . . . •4 foot extension cable w/jack for mic plug and mounting bracket •Jacks for: (1) Ext. speaker (incl.), (2) P.A. speaker (opt.), (3) DC power cord (4) Standard antenna (opt.) •Fused and Polarity Keyed DC power cord •Separate Speaker Unit . . . has its own mounting bracket or can be adapted for flush mount in door or rear deck

**SUPER
VALUE**

**SPECIAL
PRICE**

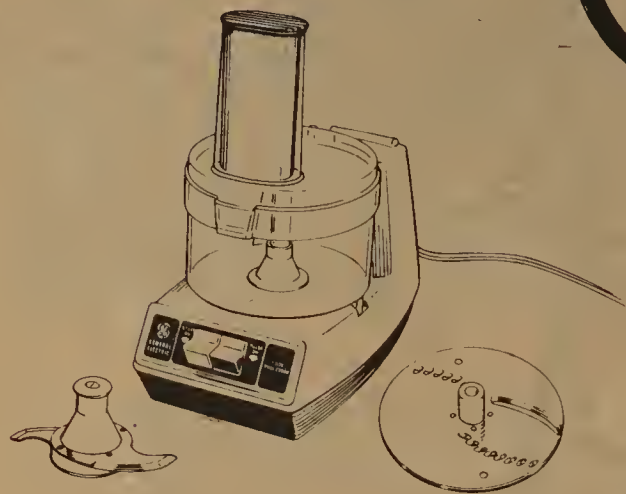
\$114.97

**COURTESY
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YOUR COST \$99.97

GE's dependable food processor



**SLICES, CHOPS, SHREDS, GRATES, ETC!
A SUPER FAST WORK SAVER!**

FP1/4200-002

- A true work saver appliance! Handles the boring, tedious tasks of...

slicing	blending
chopping	grinding
shredding	mincing
grating	mixing

- Fast and versatile, in less than 60 seconds it can... Shred a 2 lb. head of cabbage for cole slaw. Chop a pound of raw beef cubes for hamburger. Mix the pastry for two 9" pie crusts.
- Ideal for both gourmets and non-gourmets, from making relishes and pâtés to homemade soups, stuffings, scalloped potatoes, etc. Does its work in a fraction of the time currently required for hand operations.
- All removable parts are immersible for cleaning convenience. Reversible Disc and Knife Blade can be stored in unit and are dishwasher safe.
- 360 watts, 120 volts, AC only. Attached cord. Dimensions (LWH) 12" x 7" x 13⁷/₈".

Versatile for a wide variety of foods to get past the drudgery and into the fun things fast.

NOW ONLY \$47.49

**JULY 5, 6, 7
ONLY AT
EMPLOYEE STORE
1030 SWINNEY AVE.
WEEKDAYS
11-5:30**

**Set'n Forget
With GE's
BREW STARTER
Drip Coffeemaker
DCM15/3390-004**

- BREW STARTER automatic clock and timer feature lets you wake up to delicious drip coffee
- Easy to use, just set for time to start brewing and slide control to AUTO
- Brews 2-10 cups with the speed of instant coffee, automatically switches to keeps-warm when ready, stays hot for serving
- Use either permanent filter or disposable paper filters, both included, for clear coffee.



JUST \$29.99

**Peeling Wand[®]
Electric Peeler
EP1/3750-002**



- Makes peeling less of a chore. Simply guide it over foods, it does the work.
- Peels potatoes, apples, carrots, cucumbers, tomatoes, pears, turnips, etc.
- Compact storage rack mounts on wall, stands on countertop, or stores in a drawer.

**ONLY
\$15.19**

DONUT MAKER

- Bakes three 3 1/8" donuts in about five minutes after initial 10 minute pre-heat.
- GE non-stick coated surface.
- Convenient Removable Flip Grid - Helps remove donuts onto plate.
- Handy hang-up hole for easy storage.
- Eliminates the inconvenience and mess of frying in deep fat.



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\$13.25**

**MODEL
DM-1/3830-112**

**EXTRA CAPACITY,
FAST COOKING**



**SUPER
FRANK-N-BURGER[®]
HM2/3826-112**

- Super size cooks 2 hamburgers at once, flip grid reverses for 2 sandwiches, 2 boneless club steaks, hot dogs, etc.
- Use top grid cooking side up as a griddle for fried eggs and bacon, scrambled eggs and ham, 2 slices French toast, etc.
- Non-stick cooking surfaces, immersible flip grid and grease tray for cleaning convenience.

**MODEL HM-2
DOUBLE GRILL
PRICE WAS**

\$18.95

NOW \$10.99

**MODEL HM-1
SINGLE GRILL
PRICE WAS**

\$12.79

NOW \$6.99

**LIGHT'N EASY[™] Spray,
Steam and Dry Iron
Model F201WH/9501-301**

**SPECIAL
PRICE
\$15.49**



GENERAL  ELECTRIC

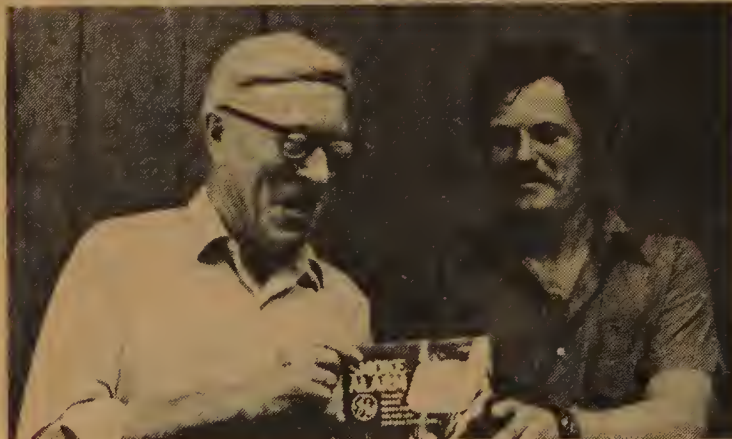
Volunteer firemen host informal get together



TALKING BUSINESS, as well as discussing a weekend of fun, was all a part of the summer Volunteer Firemen's party at the Southwest Conservation Club. From left is Mike Mangon, Tam Wilhelm and Dick Huhn, Area Services manager.



THE APPROXIMATELY 425 members of the GE volunteer fire department includes both men and women. Here, Rusty Hapner engages in laughter during the annual get together. **EVERYONE ENJOYED** the food, as you can see by a plate carried by Ed Starks, a volunteer fireman who is also a truck driver of Winter Street.



A HAPPY RETIREE was one of the winners in a door prize drawing. The smoke alarm gift is being presented by the president of the volunteers, Larry Johnson.



SGT. BUD BICKEL, the city's night traffic sergeant, enjoyed talking with the retired supervisor at Broadway Plant Protection, Bob Gebhart. **RELAXING** as the drawing prize winners were announced was part of the evening for Francis Brendel, a retired plant facilities engineer and Ken Petgen, graphic reproductions supervisor (front left).



HORSESHOES caught the attention of many of the volunteer firemen, both before and after their buffet dinner.

USING NUMBERS AND STATISTICS AS TOOLS, class members who have been enrolled in the Management Problems Analysis Program here, will present their projects and graduate next Monday. The class has been involved for the last 11 months in studying ways to improve the business by using "quantitative management methods" on practical application problems. Class members include (front row) Dave Pierre, Bob Heniser and Steve Williams. (second row) Darrol Patton, Ed Kimmet, John Baughan, Eric Murach, Randy Hawthorne, and Bill Carry. Phil Herrick, MPA program manager, is at right.



Matching gift program revises, updates maximum

Matching contributions under the General Electric Foundation Corporate Alumnus Program (CAP) reached an all-time high of \$726,111 in 1977. The program, established in 1955, is currently operating in its twenty-fourth year since being established.

The Trustees of the General Electric Foundation made several revisions in the program that were effective on January 1 of this year. For individuals, the an-

nual maximum gift available for matching was increased to \$5,000 from \$3,000. The amount which institutions could receive in matching gifts annually was increased to \$40,000 from \$25,000.

Eligibility requirements were also revised. In order for a participant's gift to qualify for matching, the donor or the donor's spouse or child must have one of the following relationships with the beneficiary college or univer-

sity:

- Be a recognized alumnus of the school, or
 - Have received an honorary degree from the school, or
 - Serve or have served on the Governing Board or as a Trustee.
- The new eligibility requirements require the use of the new green matching gift form (PRD-57Z) by all who apply for matching gifts. The older forms dated prior to December 1977, should be destroyed since they can no longer be used.

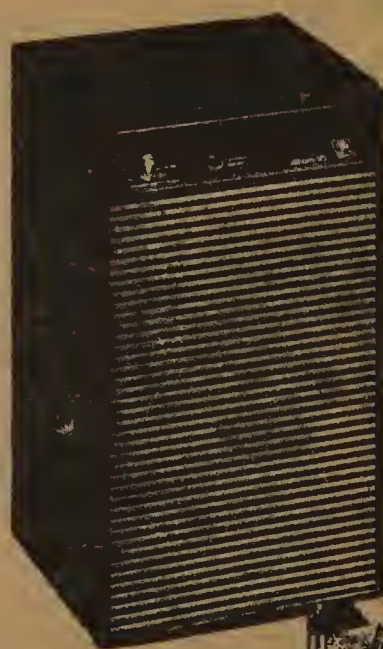
A number of the 1977 Corporate Alumnus Program Annual Reports, including the new matching gift forms, are available. Employees in the Fort Wayne plants can obtain copies from the payroll office in Building 18.

Any questions related to either Corporate Alumnus Program or these recent changes must be directed to: Richard E. Kramer Jr., Corporate Support Operation, 1285 Boston Avenue, Bridgeport, Connecticut 06602.



MARKETING SECRETARY Jill Whetsel has received a suggestion award for \$134 by eliminating a seven-part quotation form and using a master copy to greatly reduce the amount of time needed to prepare new quotes when there is a price increase. It has been calculated that the idea saves Specialty Motor Department about four weeks per year with use of the suggestion.

Get rid of muggy wetness with GE's 'Sahara 30' humidifier



(MODEL DH30)

GE 'SAHARA 30' DEHUMIDIFIER. Removes as much as 30 pints of moisture daily. Helps reduce dampness, rusting, warping, musty odors, mold and mildew. Humidity Sensor maintains humidity comfort level automatically. Signal light flashes, automatic overflow shut-off switch turns unit off when drip pan needs emptying. Has hose drain outlet. Rolls on 4 full-swivel casters. Steel cabinet in rich walnut woodgrain vinyl finish; brown grille. 21½ x 11¾ x 16½". U.L. listed. Wt. 49 lbs.

Automatic Humidity Sensor

	DH20	DH25	DH30
STORE PRICE	\$129.99	\$144.95	\$156.98
COURTESY DISCOUNT	16.50	18.00	20.00
YOU PAY ONLY	\$113.49	\$126.95	\$136.98

THE EMPLOYEE STORE

1030 Swinney Ave. 11-5:30 Weekdays

JUL 10 1978

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General Electric News

GE FORT WAYNE, INDIANA

JUNE 30, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 23

NEWS NOTES

GPM enters raft race

You may recognize some familiar faces in the July 9 Three Rivers Festival Raft Race this year when a "balloon bearing boat goes bobbing" down the St. Joe River.

The craft will hold about 15 mates from General Purpose Motor Department, who will be competing among the hundreds of entrants in the race.

The GPM-sponsored craft is also carrying a message—celebrating GE's centennial and in the process getting that message into the community.

Mini frisbees will be distributed along the raft route and a bevy of "special" balloons will be escaping from the GPM entry's net canopy.

Whole lot of shaking going on

There's a whole lot of shaking going on at the Mobile Radio Department's Florence, South Carolina plant. No, it's not a dance. Rather, it's a new \$60,000 vibration table that has been added to the final assembly line to help make sure that GE mobile radios get to the customer in perfect working order by testing for loose connections.

Up With People!

The "Up With People" show will be in town September 8, 9, and 10 with a rousing celebration of the GE centennial. The performances at the Franke Park Faellinger Outdoor Theater will be highlighted by a broad range of music and dancing which includes original, contemporary and traditional vocal material backed by an instrumental section of guitars, percussion, brass and piano. The production is especially designed for the GE centennial and will be complemented by a moving multi-media show recounting GE history.



Popular troupe returns to entertain GE families

Mark September 8, 9 and 10 on your calendars! That's when a special "Up With People" show is returning to Fort Wayne.

Thirty talented young singers will comprise the troupe who put on three performances—just for GE employees and their families.

And what a show they put on! It's predicted to set toes tapping and hearts humming.

The "Up With People" cast is performing here as part of a six-week nationwide tour of General Electric locations. Their appearances will spearhead the celebration of GE's 100th anniversary.

Many employees will remember the excitement when "Up

With People" was in Fort Wayne in 1972 to kick off the final months of the "Best Buy" drive, which was a massive effort to build sales and jobs by providing customers with the best buy in quality, service and value.

For the special centennial performances, the company is taking over the Franke Park Faellinger Outdoor Theater. The 3000 seat facility will be the focal point of activity that weekend.

A limited number of free tickets will be provided for employees and their families for the 8 p.m. performances.

Similar to 1972, tickets will be obtained by filling out coupons in

department newsletters. More information about this will be forthcoming as ticket distribution begins following the GE Summer vacation shutdown.

Right now, though, employees can become involved by serving as "host families" for the members of the cast, who are to be housed with employees during their Thursday-Monday visit to Fort Wayne September 7-11.

The cast members stay in homes as part of the educational and cultural experience with Up With People—a nonprofit, educational program based on the belief that the world's greatest resource is its young people. The

cast consists of young men and women recruited from across the United States and a number of other countries. In the past eight years, cast members have been welcomed into thousands of homes on six continents.

If you are willing to provide the friendship and some Hoosier hospitality to these youth, fill out the coupon on Page 3 of today's GE NEWS and you will be contacted with further details about becoming a "host family."

And if you won't be able to host a cast member, you can still get ready for a great weekend of entertainment in September!

(SEE COUPON ON PAGE 3)

GE pensioner takes on Boston Marathon

The race stretches over a grueling 26 miles, 385 yards. It's called the Boston Marathon. A great many of those who start never finish.

You wouldn't look among the 4000 starters—nor among the finishers—for a 65-year-old GE pensioner.

But this year, if you had looked, you'd have found one.

He's Bill Murray, white-haired, but lean, tanned and sinewy, a former tool and die maker in GE's Aircraft Engine plant in Lynn, Mass. who retired in 1974. He ran the 26-mile Boston Marathon in a respectable 3 hours, 51 seconds.

Bill Murray's been running since 1964 when he was just over 50. Jogging in pursuit of fitness wasn't the American pastime then that it has recently become. "At first there was just one fellow and myself," Bill recalls. "People used to yell at us from car windows."

The important thing is good health, according to the obviously healthy Murray, "and having a good time while getting it." Bill enjoys running and even emphasized the fact that he "enjoyed" the 26-mile grind of the Boston Marathon.

But running is hard discipline. "You hurt and you crawl at first," he explains. "But you have to keep at it."

After that beginning in 1964 Bill Murray

kept at it.

Within six months he had worked up to two miles a day. A year later he competed in his first 10-mile race. It was run on a 98-degree day. "I've never been last, but I certainly wasn't up front in that one," he says ruefully.

Since that first race, this GE retiree has run in dozens of competitions, running against people of all ages in a variety of places under all kinds of weather conditions. He even made cameo television appearances in the TV drama "See How She Runs" which starred Joanne Woodward as a 40-year-old woman who takes up running and trains herself into the Boston Marathon.

Being active during retirement and enjoying life and good health is important to Bill. He points out that his combination of GE pension and social security, supplemented by his GE savings plan nest egg, has meant a "comfortable retirement income" that enables him to do the things he wants to do.

That has meant that he's been able to do his jogging in Switzerland, Greece, Italy and other countries during trips which he and his wife have taken since his retirement. And now that this year's Boston Marathon is over, he's in training for next year.



RETIRED?

The running shoes are. But GE pensioner Bill Murray may have retired from GE—but not from running. The 65-year-old former tool and die maker in Lynn, Mass. broke in a new pair of shoes before competing in this year's 26-mile Boston Marathon.

Taylor St. SMD picnic salutes progress toward business goal; centennial celebration

The Taylor Street Specialty Motor Department picnic had as its theme GE-100, SMD-200, representing General Electric's centennial celebration and SMD's business goal which is to reach the \$200 million sales mark this year. Over 1000 employees attended the picnic.

WINNERS	
LOIS BURRY	ALBERT REESE
JOHN DESANDS	BILL WILHELMY
JOHN FLEMING	KARIN LEHMAN
MARY HILLGAS	GEORGIA RAMSEY
JOYCE LINK	JOHN CLEVELAND
L. M. WALKER	GREG E. FUNK
ASHWORTH	R. W. FISHER
ALICE L. RANBOLT	ANNA SAYLON
JOHN SCHENCK	AILEEN ALLEN
ROSE M. HAMBRICK	LOIS BURRY
ROSEMARY RINGCON	JOHN RALSTON
JOSEPH BARILEY	JOHN LANGOIR
HENRY L. TAYLOR	M. E. SNYDER
BONNIE GLADNING	KAY BABCOCK
FRED SHIMMANN	ELSIE OLIVER
SALLIE PHILLIPS	BERDETA DEVENIER
KAREN EMIGH	PATTY SEAS
Bartha Mae Barmhart	GENE KENNEDY
Mike O'Connell	NABEL CURRY
John A. Martin	MARY ANN BAKER
Jean Swadlow	NATE SHAHEEN
Gilda Neal	PERRY DAVENPORT
Hilda Stuenkel	JOHN FLEISCHMAN
Mary Davis	ROSEALICE MOSHER
MIDDY WIGENT	



TEETER TOTTERING was "thumbs up" for the Albert Reese family during the SMD summer picnic. AT LEFT is the listing of the winners of door prizes. Lois (Margaret) Burry won the grand prize—a portable color television.



WINNERS of all events and the tug-of-war were the Shellshocks of Unit 454. Shown above are: Tom Gebhart, picnic chairman; team members Charlie Richardson, Johnnie Handerson, Aileen Layton, Harold Rittenhouse, Pat Ashworth, Joe Castro, Janine Stack and Dean Rodenbeck, "Almost Anything Goes" captain.



COSTUME RELAYS challenged fun-loving picnic goers to let down their inhibitions in the spirit of the games. The relay was part of the "Almost Anything Goes" team competition.



CHARLIE RICHARDSON and family enjoy the good food.



THE THREE-LEGGED race winners were Phylis Flanagan and Art Jackson. "Awful Office" won the team competition. MAGIC was provided by Dick Stoner, local novelty show entertainer. In this card trick, Nate Shaheen and Harold Rittenhouse test their wits with the master.

No more dull salads in winter with GE's latest ag discovery

If you're in Sundsvall, northern Sweden, next winter you may be able to enjoy freshly-picked, locally-grown salad vegetables, thanks to a new GE breakthrough. This mid-winter treat is a product of Geniponics®, a new system of controlled-environment agriculture developed by GE in Syracuse, N.Y., which yields approximately 10 to 20 times more produce than greenhouses. Kema Noble, a Swedish firm, recently became GE's first European licensee for Geniponics and plans to start-up its Sundsvall facility in mid-1978. So, to travelers to Sundsvall, GE says, "bon appetit!"

Independence holiday break

Except for some special, continuous operations, General Electric will be suspending production in observance of the Fourth of July on Monday and Tuesday July 3 and 4. The next edition of the GE NEWS will be July 14.

General Electric News

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Gloria Smith, Proofreader, Adlets
Sandi Klefer, Composition

100 Years of Progress for People

Kings Island \$8.75 tickets now just \$3.50 during 'Centennial Days' at Cincinnati park

As they have done for the past few years, the GE aircraft Engine plant in Evendale, Ohio, has rented the entire Kings Island Amusement Park (just north of Cincinnati) for exclusive entertainment for General Electric employees and their families.

Fort Wayne GE people have been invited to join the Evendale crowd during "GE Centennial

Days" on Saturday and Sunday September 23 and 24 and October 8.

The special price for GE people and their families is \$3.50 per ticket versus the regular Kings Island admission price of \$8.75 per person. Children two years old and younger are admitted free.

All local arrangements are be-

ing made through the Employee Store, 1030 Swinney Ave., where tickets can be picked up sometime in August.

The reservation coupon accompanied by payment is due July 14.



COUPON

Kings Island

20 miles north of Cincinnati on I-71

Name _____ Location _____

GE Ext. _____ Home Phone _____

Supervisor _____

I want _____ tickets at \$3.50 each. (Children under 2 admitted free.) Amount of check, made payable to General Electric, enclosed is \$ _____

Check day requested:

- ☐ Sept. 23
☐ Sept. 24
☐ Oct. 8

MAIL OR DELIVER COUPON TO: Employee Store, 31-1, 1030 Swinney Ave., Fort Wayne, IN 46804

COUPON ACCOMPANIED BY CHECK
MUST BE RECEIVED BY JULY 14, 1978

WEDNESDAY, JULY 5 — homemade vegetable soup, Salisbury steak, beef and noodles. **MEXICAN FIESTA PLATE.** **THURSDAY, JULY 6** — homemade lima bean soup, liver and onions, warm cobbler. **FRIDAY, JULY 7** — homemade chicken noodle soup, corn beef and cabbage, macaroni and cheese, fried fish. **MONDAY, JULY 10** — homemade beef vegetable soup, flame broiled beef steak, creamed chipped beef and macaroni. **SPECIAL:** grilled ham and cheese sandwich and hot turnover. **TUESDAY, JULY 11** — homemade chicken gumbo soup, quarter baked chicken, beef stew. **SPECIAL:** grilled bologna and apple crisp. **WEDNESDAY, JULY 12** — homemade beef barley soup, roast beef and dressing, ham and great northern beans. **MEXICAN FIESTA PLATE.** **THURSDAY, JULY 13** — homemade split pea soup, Swedish meatballs, beef chop suey over rice, **SPECIAL:** chili hot dog and hot cobbler. **FRIDAY, JULY 14** — homemade clam chowder, baked meat loaf, macaroni and cheese, fried fish. **SPECIAL:** two pieces of fried fish, sliced cheese, side order of macaroni and cheese.

ACBD honors teachers of technical courses

Instructors for in-house technical courses for engineers were recognized recently at a luncheon held in their honor.

This continuing education program was begun in 1975 to help engineers refresh and expand their technical knowhow in areas directly related to the technologies used in the Division. "Courses are developed and taught by our own personnel—experts in their field," said Clovis Linkous, manager of the Applied Research and Development Laboratory.

Ron Nelsen coordinated the luncheon program. He said that 293 people attended 21 courses during the 1977-78 school year covering subjects such as acoustics, thermal properties, strength of materials and motor test.

ACBD vice president and general manager George Farnsworth also attended the luncheon. He expressed his appreciation to the instructors for the time and effort they spent preparing and teaching their courses. The division general manager also noted the value of their contributions. Farnsworth pointed out that the courses promote the development of more diverse skills among engineers, thereby helping them to utilize shifting resources in the design and development of our products.

Course instructors for 1978 included: from Appliance Components Support Operation — Hill Richardson, Frank Avila, Gene Warwick, John Oldenkamp, Bob McGregor, John Hann, Bob Langdon, Dave Erdman and Ken Zick; from GPM — Dick Seely, Eldon Cunningham, Al Ostrognai, Jim O'Bryan, Sol London, Leroy Mollenberg and Bob Sieber; from SMD — Bill VanDyke, Doc Dochterman, Subhash Brah-mavar, Joe Donahoo and Frank Forbes.



CONFERRING on many aspects of the business is especially important to any new GE employee. Here, members of the Manufacturing Management Program meet with the Specialty Transformer Business Department General Manager Dan Lovinger. From left is: Charlie Yarbrough, Cliff Appling, Jeff Gage, Sam Akin and Lovinger. At right, Sam Akin talks with Larry Williams, STBD winner, during a plant tour.



Transformer hosts MMP's; needs reviewed

The Specialty Transformer Business Department recently hosted all Fort Wayne area Manufacturing Management Program employees to a day-long plant tour and business review. The one day session, first of its kind in Fort Wayne, demonstrated STBD management's commitment to the program and MMP

standards of excellence.

It began with a meeting outlining the agenda and a welcoming by Arvie Lake, program representative. A plant tour was directed by Cliff Appling and Sam Akin, both STBD MMP's. The training program employees then met with Herb Miller, manager-manufacturing; Jack Longbottom, manager-financial analysis; and Dan Lovinger, general manager.

In the manufacturing section, the MMP's were shown information required to run the section and were also advised on planning their careers. From finance, they saw how cross-functional assignments on or off program are essential for upward mobility and growth. And during the finance meeting they were shown how manufacturing and finance are related to the total business.

General Manager Dan Lovinger gave a presentation on the business and expressed his commitment to the program. Although Lovinger scheduled 30 minutes for the review, he spontaneously lengthened his rap session with the MMP's for a very

informal question and answer period.

Some of the business concerns Lovinger expressed were similar to those explained in recent roundtable meetings with employees.

He stressed the need for strategies to offset the labor rate disadvantages STBD experiences with competitors. Some of the basic points he made included: optimization of unit costs, new designs for improvement of the products STBD manufactures and utilization of floor space to improve the flow of work.

The manager called for new business development so that the department will grow into previously undeveloped market areas. He said some of the areas STBD considers important require extending technology into newer electronics fields.

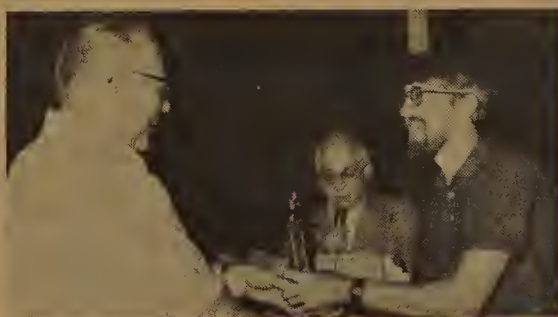
Following the question and answer session, the MMP's discussed the value of the day's activity and initiated plans to add more cohesiveness to the program while they are in Fort Wayne on the training program in the months ahead.

Club trophies reward sports achievements

During the recent GE Club sports banquet, many trophies and awards were distributed for outstanding performances in the programs. All those who were unable to attend the banquet and have not yet picked up their trophy are asked to stop by the club by July 14 to claim their awards. Trophies not claimed will be returned to the manufacturer or be used for the benefit of next year's awards program.



JIM AND MARY WEIKS won a number of honors including overall mixed league champion of champions, Sunday Sandbagger league champions, Pete and Tillie League champions.



HIGH SEASON GAME award went to Rick Armstrong who bowled a 267. Glenn Seabold, past president and director of the club is at left. Casey Keister, bowling chairman is at the podium.



WOMEN'S CHAMPIONS being awarded their prizes by Ray Fischbach, club supervisor, are: Bertha Stillwell, Luana Hawley, Edna Armstrong, Edna Woebeking and Mary Weiks.



RECEIVING his basketball awards is Bernie Ebetino.



SENIORS honored at the banquet were: Carl Metker, men's high game for the Thursday Senior league; Mae Dial, high series for the Thursday Senior league; Betty Sheets, women's high game in the Thursday Senior league; and John Ormistan, senior league secretary.



ALL THOSE attending the banquet especially enjoyed the food line before awards presentation began. Shawn at front are Pete Gorrell and Elmer Ueber.

7th INNING STRETCH By Pat Ebetino

Broadway Grill notched two victories this past week, enabling them to keep a firm grip on the league lead. The first win was a come from behind effort. After being down 5-1, the Grill began to warm up. When the final score was tallied it read Grill - 8, Taylor St. - 5.

The Grill caught fire for the second game behind a three-run homer by Rusty Patterson and a solid blast by Woody to post a 10-0 victory over Finance.

The Question Marks picked up an impressive 33-6 victory over the Specialists. In that contest Denny McMaken connected for two round trippers and one more each was added by John Hauenstein, Larry Phillips and Jim Wilkinson.

The Specailists then bounced back and picked up their first victory of the season by beating the Apprentices 14-3.

THE COUPON BELOW may be used by employees and pensioners interested in being a host family to a member of the "Up With People" cast in Fort Wayne September 7-11. Related story on Page 1.

COUPON

GE "Up With People" Host

Name _____

Address _____

Home Phone _____ Work Ext. _____

Work Location _____

Number in Household _____

Return by July 7 to:

Ellen Durnell
2000 Taylor St.
Fort Wayne, IN 46804

General Electric News

GE 100 FORT WAYNE, INDIANA

JULY 14, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 24



MARKING improvements in production and quality at the Wire Mill are: (above) Mike Beltz, manager of quality control; Art Rasor, quality control specialist; Lenzy Noel, industrial trucker; Dave Begley, foreman of quality control; Benny Penkul, specialist-quality control; (above center)



Paul Dawley, manager of the Wire Mill; Harald Childers, wire salvage; and Tim Huhn, die room; (right center top) Thelmo Kelsey, die room; (right center bottom) Rick Stoller, die room; (far right) Fannie Brown of the receiving department.



Wire Mill records latest progress in quality improvement plan

The Fort Wayne Wire Mill, which has been involved in a quality improvement program called "Turnaround '78" since the start of the year, is beginning to realize the benefits of the special emphasis program.

The latest records completed show that the scrap rate has decreased since March and that

productivity has steadily improved since the start of the program.

Customer returns, another of the variables being closely watched by the Wire Mill, have been "relatively low" according to Mike Beltz, Manager of Quality Control. He then added, "The quality of the wire leaving the plant is definitely on the up-

swing."

As wire is one of the primary materials used by 26 General Electric motor and transformer plants, the quality improvements in the Mill's wire are important to all of the product department operations.

Some of the projects undertaken at the mill to reduce scrap

are:

- installing pinch rolls on enameling machines to reduce wrecks (which is the major cause of scrap) due to inadequate tension control
- refurbishing 16-inch steel drawing reels to reduce the number of wrecks due to "pinch outs"
- installing ceramic capstans

on F-1 rod mills to produce better quality bare wire and reduce machine maintenance

As another part of the program, monthly payout awards have been made to employees to increase quality awareness. The amounts of the prizes available depend on performance in the areas of increased output, reduced scrap and reduced customer returns.

At the suggestion of several employees, the latest payout at the Mill also included presentation of "Turnaround '78" theme T-shirts.

In summing up the "Turnaround '78" program, Paul Dawley, Manager of Wire Mill Operations commented, "The Wire Mill team is the key to producing high quality wire. If each of us does his-her job as well as possible, we will meet our 'Turnaround '78' goals of quality and output. Now we have to get that message through to our customers. High quality wire will get our message through."



THIS TROJAN HORSE received third prize in the creative category for its General Purpose Motor Department crew: Tam Bains, Jacki Schieferstein, John McManus, Mike Schieferstein, Shirley Koestler, Karen Salveter (captain), Jan Isaacs and Don Koestler. Their horse stood ten feet high and weighed about 300 lbs. when finished. The entry was a Memorial Day inspiration which took about a week of work by the group to build, Don said.

ENJOYING the raft race festivities was a family activity for Specialty Motor Department Manufacturing Engineer John Marks. From left is his son Bruce, daughter-in-law Patti, daughter Judy and his wife, Elaine. The Marks were part of the crowd estimated at over 100,000 watching the raft contestants this year.



THE SPECIALTY TRANSFORMER raft even carried a gasoline powered water pump this year. Shown working on their launch are: Larry Grimenstein, Doug Mills and Jerry Skinner.

Three Rivers Raft race draws GE crowd, 'mates'



DECKED from stern to stern with balloons and GE 100 anniversary insignia was a colorful blue and yellow entry sponsored by General Purpose Motor Department and a spirited crew of 16.



AS HELIUM BALLOONS floated overhead, General Purpose Motor Department's Kathy Schroeder received some instructions before the race got underway from raft captain Tom Langley, of GPM purchasing.

Taylor Street bridge closes

The most direct route for traffic between the Broadway and Taylor Street plants will be closed for approximately the next 60 days while the Taylor Street bridge over the St. Mary's River is repaired.

Motorists driving west on Taylor Street from Broadway may use the last street before the bridge which is Pauline Street, drive south to Hale Avenue, then drive west across the bridge on Hale Avenue to Brooklyn. (This is a passenger vehicle route only. Heavy duty trucks are expected to follow posted truck routes.)

INSIDE:

Free nonexempt training classes to begin, Page 2

IMPROVE YOUR SKILLS

Free nonexempt courses begin this fall

A new opportunity for nonexempt employees to upgrade their skills and enhance their performance on the job is set to begin this fall.

It is called NETS — nonexempt training seminars.

NETS consists of a full schedule of courses specially designed so employees can broaden their individual knowledge and improve their job skills on their present job or in preparation for an upgrade opportunity.

Response from surveys and a course coupon which appeared in the GE NEWS earlier this year indicated a strong interest in such a program.

NETS has been set up so employees who decide to enroll in the courses offered will receive bona fide college level credit. NETS courses have been coordinated through the Indiana Vocational Technical College (Ivy Tech), which is fully accredited by North Central Association for colleges and universities.

This valuable training, if employees desire, can be applied to an Occupational Certificate, providing nonexempt employees elect to take a minimum of 15 credits. Fewer than 15 credits can also be applied to any appropriate program to earn a Technical Certificate or an Associate in Applied Science Degree at any of the Ivy Tech regional institutes.

For the convenience of GE employees, the pretesting, registration and classes will be taught on company premises.

In addition, the courses are being offered free.

Although NETS has been specifically designed for nonexempt employees, hourly employees may also register for coursework providing the class is not overenrolled.

"NETS is an outgrowth of interest from nonexempt employees which was expressed in feedback from POP (Promotional Opportunity Program) and other surveys that have been distributed," said Lois Neloms, employment office manager and NETS coordinator.

"A big selling point for this training is the opportunity to earn an Occupational Certificate, which is easily recognized by hiring managers and others who are looking for employees with special skills," said Lois.

Classes (which are fully outlined on this page) were scheduled so that employees interested in enrolling in more than one course

per quarter can do that without conflict.

Some of the courses (marked with an asterisk on this page) require pretesting. The test is recommended because some of the courses require basic understanding of math, grammar and punctuation skills before a student begins a course. For the Fall Quarter, the pretesting day is Tuesday, August 22, from 5 to 6 p.m. in the Building 18-1 conference room.

Registration for the Fall Quarter will be on Thursday, August 24, from 5 to 6 p.m. in the Building

18-1 conference room. Robert Miller is field training representative-business and industry at Ivy Tech. He will be available to register and counsel employees at that time.

PREREQUISITES

If you are interested in some of the more advanced courses being offered in the winter and spring quarters, it is advised that certain entry level courses are required prior to enrollment. For example, Shorthand I (Course No. 1210) is required in Shorthand II (Course No. 1220) and Shorthand III requires entrants to have completed both 1210 and 1220 prior to enrollment.

Business Communications for Secretaries (Course No. 8111) has Communications (Course No. 8110) as a prerequisite; and Machine Transcription (Course No. 1267) requires Typing I and Typing II (or equivalent) and Business Communications (Course No. 8111).

Students interested in "testing out" of prerequisite courses and those seeking other information about NETS should contact Lois Neloms, Ext. 3514, at the Building 21 central employment office, West Broadway location.



NETS COORDINATOR
LOIS NELOMS

DESCRIPTION OF COURSES

SHORTHAND I (1210) — Introductory course in shorthand with special emphasis on basic theory, brief forms and speed in reading from plate notes. Dictation is introduced.

SHORTHAND II (1220) — Continuation of Gregg Shorthand I theories and principals. Basic rules of punctuation and letter-style are taught. Prerequisite: Shorthand I.

SHORTHAND III (1230) — Continuation of Gregg Shorthand II theories and principles. Prerequisite: Shorthand I and Shorthand II.

HUMAN RELATIONS (8401) — Study of human behavior, motivation, relationships and human aspects of work.

COMMUNICATIONS (8110) — Introduces the theory of communications and how it relates within the framework of a job situation. Skills in the areas of listening, reading, speaking and writing developed. Special emphasis on achieving competence in English usage. (pretesting required)

BUSINESS COMMUNICATIONS FOR SECRETARIES (8111) — Designed to improve ability to handle communication situations in business and industry. Emphasis on oral and written problems. Learn psychology behind successful business correspondence and formats, mechanics of usage, punctuation and grammar. Prerequisite: Communications.

MACHINE TRANSCRIPTION (1267) — Develop skills in transcription and communication. Integrate skills developed in areas of business education, such as typing, communication and business communication. Broaden's student's marketable skills for upward mobility. Prerequisites: Typing I, Typing II (or equivalent) and Business Communications.

ACCOUNTING FOR SECRETARIES (0110) — Introduces fundamental principles, techniques and tools of accounting. Includes mechanics of accounting, summarizing, analyzing and reporting financial data. Teaches introduction to payroll accounting, handling cash and petty cash, reconciling bank statements and general banking procedures. (pretesting required)

RECORDS MANAGEMENT (1224) — Acquaints students with methods of maintaining business records. Develop skills implementing those methods in practical situations.

STATISTICAL CHART PREPARATION (8210) — Introduces various ways to illustrate facts and figures common to business and industry.

EFFECTIVE LISTENING (8117) — Focuses on the process of listening. Learn barriers of effective listening and practice solutions for overcoming them. (pretesting required)

EFFECTIVE READING (8118) — Achieve a higher level of reading speed while maintaining or improving current rate of comprehension and retention. (pretesting required)

NON EXEMPT TRAINING SEMINARS

PRETESTING AND REGISTRATION SCHEDULE

FALL QUARTER

TESTING - Tues., Aug. 22, 1978, 5 p.m. to 6 p.m.
REGISTRATION - Thurs., Aug. 24, 1978, 5 p.m. to 6 p.m.

WINTER QUARTER

TESTING - Tues., Nov. 14, 1978, 5 p.m. to 6 p.m.
REGISTRATION - Thurs., Nov. 16, 1978, 5 p.m. to 6 p.m.

SPRING QUARTER

TESTING - Tues., Feb. 20, 1979, 5 p.m. to 6 p.m.
REGISTRATION - Thurs., Feb. 22, 1979, 5 p.m. to 6 p.m.

1978-1979 NETS SCHEDULE OF CLASSES

FALL QUARTER

Classes Begin: September 5, 1978
Classes End: November 17, 1978

COURSE NO.	COURSE TITLE	CR.	TIME	LOCATION
1210	Shorthand I	4	5-7:50 p.m. T Th	18-3 Conference Room
8401	Human Relations	4	5-6:50 p.m. M W	GPM-Sect. 14 Manufacturing Conference Room
8110*	Communications	4	5-6:50 p.m. T Th	TST Training Center Small Conference Room
8118*	Effective Reading	2	5-6:50 p.m. M	18-1 Conference Room

WINTER QUARTER

Classes Begin: November 27, 1978
Classes End: February 23, 1979

NOTE: December 18, 1978 through January 1, 1979 is Christmas & New Year's Vacation

COURSE NO.	COURSE TITLE	CR.	TIME	LOCATION
1220	Shorthand II	4	5-7:50 p.m. T Th	18-3 Conference Room
0110*	Accounting for Secretaries	4	5-6:50 p.m. M W	GPM-Sect. 14 Manufacturing Conference Room
8210	Statistical Chart Preparation	1	5-6:50 p.m. T	18-1 Conference Room
8111	Business Communications for Secretaries	4	5-6:50 p.m. T Th	TST Training Center Small Conference Room

SPRING QUARTER

Classes Begin: March 5, 1979
Classes End: May 18, 1979

COURSE NO.	COURSE TITLE	CR.	TIME	LOCATION
1230	Shorthand III	4	5-7:50 p.m. T Th	18-3 Conference Room
8117*	Effective Listening	2	5-6:50 p.m. Th	18-1 Conference Room
1267	Machine Transcription	2	5-6:50 p.m. T Th	TST Training Center Small Conference Room
1224	Records Management	3	5-7:50 p.m. M	GPM-Sect. 14 Manufacturing Conference Room

* PRETESTING REQUIRED

CLIP AND SAVE

SMD's JA company heads for top national competition

The Junior Achievement Company X-10-Tion, sponsored by the Specialty Motor Department in Fort Wayne, has been named one of the 16 most outstanding JA companies in the nation during regional screening.

The company, which consists of high school age students and their employee advisers, now faces national competition for the honor of being named best JA Company of the Year in the U.S.

To become a national finalist, X-10-Tion competed in a six-county JA area and was named best company in the Fort Wayne district last April. In the regional screening level, the company's accounting, manufacturing and marketing records were scrutinized by a panel of judges for completeness, quality and accuracy.

During the school year, X-10-Tion operated like a free enterprise model company. They sold shares of stock, manufactured extension cords and "earth mirrors," marketed them and liquidated their profits in March.

Participating in the national competition, which is held in Bloomington, Indiana, August 6-11, are X-10-Tion leaders: Scot Larsen, Marilyn Secrest, Sue Schmickley and Kim Larsen.

Gene Andert, sales engineer for the Components Sales Department in South Bend and previously a marketing specialist in SMD-Fort Wayne, will be attending the conference with the students.

Henry Reidenbach, recently retired SMD materials systems specialist; Wynn Hazen, financial management program employee; Dan Beckman, product engineer; and Doug Lohse, former SMD technical marketing program employee and present market specialist for Appliance Motor Department in DeKalb; served as JA company advisers to X-10-Tion this year.



UP WITH PEOPLE HOST FAMILIES are needed to serve as homes for the touring cast members who will be in Fort Wayne September 7-11 for the special "Up With People" centennial show for GE employees. The homestays are part of the educational experience of the young college and high school age performers; and families across the country have equally enjoyed providing the hospitality for their energetic visitors. If you are interested in becoming a host family, fill out the coupon below and you will be contacted with further details.

COUPON

GE "Up With People" Host

Name _____

Address _____

Home Phone _____ Work Ext. _____

Work Location _____

Number in Household _____

Return by July 17 to:

Ellen Durnell
2000 Taylor St.
Fort Wayne, IN 46804

General Electric News

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Sandi Klefer, Composition

100 Years of Progress for People

NEWS NOTES

Two-year MPA course planned

The Management Problems Analysis (MPA) Program is planning a two-year schedule starting this August if a sufficient project enrollment is obtained. The study and application project content of the course would be the same as the one-year programs which have been run in the past. The purpose of the two-year plan is to make the program available to individuals who could make good use of the quantitative management techniques, but who have not been able to make the substantial time commitment required by the one year program.

MPA is a program which combines study of quantitative management methods with practical business applications.

For more information contact your department representative or call Phil Herrick 2180.

New officers lead GE Club

New officers have been elected for the GE Club. They are: Paul Beltz, president; Glenn Buckmaster, first vice-president; Helen Thieme, second vice president; Mike Winbush, secretary; and Carl Brandt, director-East Broadway.

Company posts stock, fund unit prices

The GE stock price and the fund unit price to be used in the crediting of participants' accounts for the month of May under the Savings and Security Program are as follows: stock price — \$52.483; fund unit price — \$26.014.

The stock price is the average of the closing prices of GE stock on the New York Stock Exchange for each trading day of the calendar month.

The fund unit price is the average of the daily fund prices, determined for each trading day on the New York Stock Exchange in the calendar month by dividing the number of units into the net asset value of the fund.



MONDAY, JULY 17 — homemade beef rice soup, Italian beef steak, chicken and noodles. **SPECIAL:** grilled ham and cheese sandwich, layer cake. **TUESDAY, JULY 18** — homemade chicken noodle soup, roast pork, chili mac. **SPECIAL:** hot cobbler. **WEDNESDAY, JULY 19** — homemade navy bean soup, vegetable Swiss steak, ham and potatoes au gratin. **SPECIAL:** Mexican Fiesta plate. **THURSDAY, JULY 20** — homemade chicken vegetable soup, hot turkey sandwich, beef and noodles. **SPECIAL:** bowl of soup and grilled bologna sandwich, \$.95. **FRIDAY, JULY 21** — homemade beef gumba soup, baked ham, macaroni and cheese, fried fish. **AVAILABLE DAILY:** grilled and fried sandwiches, assorted salads and desserts, vegetables, french fries and whipped potatoes.



WHAT IS IT? JOGGING SHOW FULL OF SILVER DOLLARS OR SAFETY SHOE? NEITHER, IT'S BOTH! What has put smiles on the faces of Gregg Gross (Hermetic Motor Operation), Sandra Blackmon (Components Sales Department) and James Abercrombia (Hermetic Motor Operation) is a special "Silver Dollar Days" promotion which is being sponsored by the Midwest Safety Shoe Corporation at General Electric July 17-21. As the shoemobile visits various plant locations during that period, one silver dollar will be given away with each pair of safety shoes purchased. A dozen cushion cotton socks are on sale for \$10.95. And, in addition, two pairs of brand new jagger safety shoes will be given away as door prizes. Check posters and department newsletters for times when the shoemobile will be in your work location.

Balloting, reservations due for Quarter Century outing

The 1978 Quarter Century Club outing will be highlighted by celebrations of the 100th anniversary of the General Electric Company, with many plans underway to make this year's get together a memorable event, according to Dick Gebert, president.

The annual outing is set for September 16 at the Memorial Coliseum. Doors will open at 9:30 a.m. with a hot lunch served at noon. Those present must have attained membership with 25 years' service.

All members are urged to attend. Send in a reservation with the election ballot as soon as possible.

The reservation deadline is September 1.



STAUFFER



WILDERMUTH



BURKETT



BUHR



SCHAMERLOH



THOMPSON



HOLDGREVE



PFLUEGER

QUARTER CENTURY CLUB ELECTION BALLOT

President - Elect 1 for two years

- ☐ Robert Wildermuth, Taylor St.
☐ Earl Stauffer, Bldg. 4-6

Asst Secretary - Elect 1 for two years

- ☐ Virginia Burkett, Sec. 15, Taylor St.
☐ Roberta Buhr, Bldg. 4-6

Directors - Elect 2 for three years

- ☐ Fred Schamerloh, Decatur
☐ Betty Thompson, Wire Mill
☐ Gene Holdgreve, Taylor St.
☐ Virginia Pflueger, Bldg. 4-2



OUTING RESERVATION FORM

Annual Quarter Century Club
Outing — Sept. 16

Reservation Deadline — Sept. 1

Yes, I will attend () Sorry, I can't make it ()

Mail this form to: Dorothy Vess, Bldg. 4-6
General Electric Co., 1635 Broadway,
Fort Wayne, IN 46804

Signature _____

JUL 21 1978

PUBLISHED BY
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General Electric News

GE FORT WAYNE, INDIANA

JULY 21, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 25

CORPORATE: First half results show strength

FAIRFIELD, CONN. — Earnings of General Electric Company were \$319.4 million in the second quarter of 1978, Chairman Reginald H. Jones reported this week. This was an increase of 17 percent from the \$271.9 million reported for the second quarter of 1977. Earnings per share were \$1.40 for the 1978 quarter compared with \$1.20 for the 1977 period.

Sales in the second quarter of 1978 were \$4.96 billion, up 13 percent from the \$4.38 billion reported for the comparable quarter of 1977. Other income from operating and non-operating sources was \$107.8 million for the second quarter of 1978 compared with \$104.0 million for the same quarter of 1977. Total revenues, including sales and other income, were \$5.07 billion, up 13 percent from the second quarter of 1977.

Earnings for the first six months of 1978 were \$567.2 million. This was an increase of 16 percent from the \$487.3

million reported for the first six months of 1977. Earnings per share were \$2.49 for the first half of 1978 compared with \$2.15 per share for the same period in 1977.

Sales in the first six months of 1978 were \$9.41 billion, up 11 percent from the \$8.45 billion reported for the 1977 period. Other income from operating and non-operating sources was \$194.4 million for the first half of 1978, an increase of 7 percent from the \$181.1 million for the first half of 1977. Total revenues, including sales and other income, were \$9.60 billion for the first six months of 1978, up 11 percent from the comparable period of 1977.

"Continued strength throughout the Company and close attention to cost control resulted in a good second quarter and first half for GE," said Mr. Jones in summarizing results for the various segments of the Company as follows:

Consumer Products and Services

second quarter earnings continued to show good gains from last year. Despite prevailing cost-price pressures, higher earnings and revenues were reported throughout this segment, particularly by lighting, housewares and audio products.

Power Systems earnings were significantly above those for the 1977 second quarter, while revenues were up slightly. Improved results in the gas turbine and power delivery businesses were partially offset by a drop in steam turbine-generator earnings which resulted from lower scheduled shipments.

Technical Systems and Materials earnings also showed gains over levels of a year ago, reflecting generally higher revenues. The improved quarterly comparisons were led by engineered materials, especially plastics.

Foreign Multi-industry Operations earnings were about the same as for the comparable quarter of 1977 on somewhat higher revenues. Although not classified in this segment, exports from the United States continued well ahead of last year.

In Natural Resources, principally operations of Utah International, earnings were about the same as for the comparable quarter of 1977 on somewhat higher revenues. Although not classified in this segment, exports from the United States continued well ahead of last year.

Please turn to Page 2

SECTOR: Higher earnings

Industrial Products and Components Sector (which includes the Appliance Components Business Division headquartered in Fort Wayne) reported earnings up well from the 1977 quarter

on higher revenues in all operations, with businesses serving construction markets and transportations systems being particularly strong during the past few months.

DIVISION: Sales up, slowdown expected, more inflation forecast

According to John Fink, Division Finance Manager, the Appliance Components Business Division's sales for the second quarter stayed at a high level. This reflects the impact of the housing boom, strong air conditioning markets coming off of last year's hot

summer, and purchasing to beat inflation.

Business in 1978 will be strong. We are now entering a slowdown phase and actually some economists are predicting a recession by year-end. Inflation continues to accelerate and inter-

est costs have reached the levels of the previous period prior to the recession.

The Division continues to invest substantially but selectively as we enter a phase of the economy which has more uncertainty than the past two years. The stress will be on productivity to

cope with inflation and on an anticipated market slowdown in which competitors will be vying for a greater share.

A strong financial condition of the Division even in recessionary times will allow for reinvestment to continue the growth we have chartered.

Transformer introduces new product

The Specialty Transformer Business Department in Fort Wayne has introduced two brand new dry-type transformers into the market, where major product innovations are rare.

They are the Type QB encased transformer and the Type IP core-and-coil unit.

TYPE QB

The Type QB design supercedes the previous Type B transformer and is primarily used wherever there is a need to control or change incoming voltage from a power source. It is used often in the electrical systems of new buildings or might be put in an end-customers' product to provide correct control voltage requirements.

The new Type QB is designed to simplify installation and provide greater reliability—inside and out.

The QB has five new features readily apparent on the outside: modern sleek appearance; high-visibility metallic nameplate containing more information than previous models; totally enclosed construction for protection from the environment; larger size as a result of standardizing cases and enlarging wiring com-



LOOKING OVER a new Type QB transformer was part of this roundtable meeting in the Specialty Transformer Business Department. At left, Shop Operations Manager Lorry Rybicki explains to this group how the new product will help keep the department competitive in the transformer market.

partments; and, finally, functional packaging for shipping, inventory and installation purposes.

On the inside, there is a larger, more accessible wiring compartment for fast, easy installation; an encapsulated core-and-coil assembly within a totally enclosed steel case; a quiet transformer that's eight decibels less than industry standards; improved heat dissipation to minimize hot spots and prolong life; UL Listing for outdoor as well as indoor installation; and a transformer that can

be mounted either vertically or horizontally.

UL Listing for outdoor application is especially meaningful when realizing that previous units were only listed for indoor operation. UL Listing is also significant because OSHA law has established UL as the official certification agency for standards of acceptability for electrical apparatus.

TYPE IP

The Type IP line of core-and-coil control transformers are sold

Please turn to Page 2

HMO employees come through in a pinch

An open letter from Hermetic Operation Manager Dan McDonald recently went out to all HMO employees congratulating them for a "super response" filling a customer order for Fedders Corporation.

The order from Fedders, an important volume customer to the Hermetic Motor Department and one of the top ten customers in the Appliance Components Business Division, was for 400 three-phase Model 8944 units.

Due to delivery problems from our suppliers, we were unable to meet the original delivery request date and agreed with Fedders on a promised delivery 20 days later. However, due to a misunderstanding, the delivery promise date made was actually the date the order was scheduled to start into the production line!

After the discrepancy in the promise date was discovered, it was learned that Fedders had a critical need for the units to meet their production schedule. There was not time to meet this requirement by maintaining the regular manufacturing cycle. So, the units had to be built in less than half the normal cycle time.

"When we explained the situation to the production people involved, we received outstanding

cooperation to keep our promise with the customer," said Art Schmidt, manager of production control.

Production on the order began on second shift, the same day the telephone call from Fedders was received about their critical need.

The mechanical section produced the stator cores necessary to get the process started. Line 7 did the winding, and the dip, bake, surge, pack and lead areas responded as well. Supervisors even reported that some employees worked through their break periods to assure that the units were finished on time.

The following day, at midnight, Please turn to Page 2

HAPPY VACATION:

See shutdown information,
Page 2

FIRST HALF FINANCIAL SUMMARY

DOLLAR AMOUNTS IN MILLIONS; PER-SHARE AMOUNTS IN DOLLARS*

	SECOND QUARTER		FIRST HALF	
	1978	1977	1978	1977
Sales of products and services to customers	\$4 963.8	\$4 383.3	\$9 407.2	\$8 446.3
Employee compensation, materials and all other operating costs	4 443.5	3 963.2	8 473.5	7 669.5
Operating margin	520.3	420.1	933.7	776.8
Other income	107.8	104.0	194.4	181.1
Interest and other financial charges	(54.2)	(47.8)	(104.4)	(94.0)
Earnings before income taxes and minority interest	573.9	476.3	1 023.7	863.9
Provision for income taxes	(245.5)	(197.7)	(441.3)	(364.4)
Minority interest in earnings of consolidated affiliates	(9.0)	(6.7)	(15.2)	(12.2)
Net earnings applicable to common stock	\$319.4	\$271.9	\$567.2	\$487.3
Earnings per common share	\$1.40	\$1.20	\$2.49	\$2.15
Dividends declared per common share	\$0.65	\$0.55	\$1.20	\$1.00
Operating margin as a percentage of sales	10.5%	9.6%	9.9%	9.2%
Earnings as a percentage of sales	6.4%	6.2%	6.0%	5.8%

* unaudited figures

CORPORATE RESULTS

Continued from Page 1

ings for the second quarter of 1978 were \$54.2 million, compared with earnings of \$52.9 million in the second quarter of 1977. Earnings for the first six months of 1978 were \$102.2 million, up 4 percent from the comparable 1977 period.

General Electric Credit Corporation earnings for the second quarter of 1978 were \$18.5 million, an increase of 17 percent from the \$15.8 million for the comparable period of 1977. GECC earnings for the first half of 1978 were \$34.7 million, also 17 percent ahead of the first six months of 1977.

CUSTOMER EFFORT

Continued from Page 1

the shipment was loaded on a special truck bound for the Fedders plant in Walkersville, near Frederick, Maryland. It arrived at the plant ahead of the scheduled delivery in time for use on the Fedders production line where hermetic compressors are built.

"There is a definite risk of losing a customer to a competitor if we can't respond in tight situations such as this," said Schmidt.

Operation Manager McDonald, in his congratulations, called it "an outstanding example of what all of you can do and it is the sort of response that helps keep the business healthy."

In addition to HMD, Fedders is a customer for other plants in the Division for various appliance controls and other component parts found in air-conditioners and Norge washers and dryers.

Shutdown sends many on vacation, but not all

While most operations in Fort Wayne will be closed for summer vacation shutdown for the next two weeks, certain essential facilities will be open. The following is a list of some of the exceptions:

INSURANCE OFFICE — closed for medical claim processing; open for sickness and accident

claim processing.

DISPENSARY — Winter Street and Taylor Street facilities closed. Building 21 office open 8 a.m. to 4 p.m., July 24-28 only. Building 8-1 office open 8 a.m. to 4 p.m. July 31-August 4 only.

GE CREDIT UNION — Open for all services both weeks, 9 a.m. to 5 p.m.

CAFETERIA — Locations open for vending service only. East Side Broadway: 8-1, 4-6 and 18-3. West Side Broadway: 26-4, 26-2, 31-2, 19-5. Taylor Street: H-13, Wire Mill, West, Office, Truck Terminal. Winter Street: Main Office.

MAILROOM — Open 8 a.m. to 5 p.m. weekdays. Pick-up and delivery twice daily at 10:15 a.m. and 3 p.m.

GATE SCHEDULE — Taylor Street West: Open 24 hours, seven days. Winter Street Main: Open 24 hours, seven days. Broadway West: Open 24 hours, seven days. Broadway East: closed. Lindley: Open 6 a.m. to 12 Midnight, Monday through Friday, and 6 a.m. to 4 p.m. Saturday. Building 36: Open 6 a.m. to 4 p.m., Monday through Friday. College Street: Open 6 a.m. to 6 p.m., Monday through Saturday. Fairfield: Open 7 a.m. to 5 p.m., Monday through Friday.

PAYCHECK PICK-UP POINTS

Payroll checks for hourly employees will be available during the annual two-week plant shutdown on Wednesday, July 26, and Wednesday, August 2, from 8:30 to 11:30 a.m.

Employees working at the GE Taylor Street plant should pick up their paychecks at the Taylor Street west gate house.

Employees working at the GE Winter Street plant should pick up their paychecks at the Winter Street main gate house.

Employees working on the west side of Broadway should pick up their paychecks at the West Broadway gate house.

Employees working on the east side of Broadway should pick up their paychecks at the Lindley Avenue gate house.

Positive identification must be presented before any paychecks can be released. Checks can be claimed only by the employees whose names appear on them. Payroll checks not claimed will be released after the vacation shutdown period on Monday, August 7.

STBD NEW PRODUCT Continued from Page 1

to control and machine tool manufacturers to be put in their own product.

The new design provides: five different terminal arrangements for easier selection and installation; customers can stock one transformer and have two types available because of a special secondary fuse kit that modifies a basic terminal arrangement to include a fused output option; consolidation of two previous IP lines into one complete line; multi-rated voltage units provide a completely new option for greater flexibility; new rugged welded construction provides a sturdier unit than before; and, although UL Listing isn't new for

Type IP units, it is a recent development that competition hasn't caught up with yet.

UPDATES TECHNOLOGY

The new designs use the latest technology in manufacturing processes. This has resulted in a more efficient use of manufacturing resources. It also results in standardization of construction, which brings the customer a higher quality transformer since fewer changes are demanded in the actual construction procedure.

INTRODUCTION SUCCESSES

A full introductory schedule is currently being implemented to familiarize customers, salespeople and other employees who

come in contact with the new lines about Type QB and Type IP transformers.

Special presentations by STBD marketing personnel were made to a total of over 1000 GE sales representatives in all of GE's pooled sales organizations in the nation.

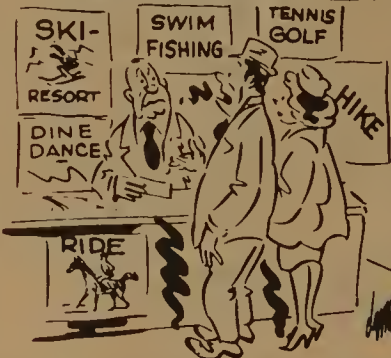
"Since its introduction, Type QB sales have been meeting budgeted levels for the program. We are stocking large amounts of QB transformers here in Fort Wayne and are building up the adequate inventories needed to serve the market," said Ron Clark, manager-distributor sales.

During roundtable meetings with employees this spring, those attending received assurances to their questions about the new larger size of the Type QB units. "Built-in improvements and advantages in the new units have more than made up for the increased size and shipping weight considerations," Manager of Shop Operations Larry Rybicki said.

And, in his comments to employees about the new product lines, General Manager Dan Lovinger has said, "They are essential in our efforts to remain competitive in the marketplace and position Specialty Transformer for growth in the future."

HUMORICKS

TRAVEL BUREAU



"Is there someplace to take our vacation and just do nothing?"



LOOKING FOR A PLACE TO SPEND SOME VACATION TIME? Special price Cedar Point tickets now available in the Employee Store — Were \$8.75 Now \$7.50.

Up With People!

HERE'S HOW TO GET YOUR TICKETS

The famous "Up With People" singers will be in Fort Wayne for three days in September for a special show for GE employees and their families. Their fast-paced act will include the best of all types of music blended together with the kind of enthusiasm and audience participation that only the "Up With People" group can generate. To put the show on, GE has taken over the Foellinger Outdoor Theatre at Franke Park the 8th, 9th and 10th of September. There'll be a performance at 8 each night. The "Up With People" show promises to provide you and your family with one of the most elevating, exciting evenings you've spent for a long time. There'll be songs, fun and a whole lot of surprises, including some pre-showtime attractions. And the price is right, too. Tickets are free to all GE employees and members of their families. To get your tickets, watch for the coupon in your department newsletter. Pensioners should fill out the coupon below and mail to Cynthia Pollock, Bldg. 4-6, 1635 Broadway, Fort Wayne 46804.

UP WITH PEOPLE

PENSIONER TICKET COUPON

NAME _____

SOCIAL SECURITY NO. _____

HOME ADDRESS _____

I'd like _____ tickets for the performance

I've checked below:

(Please note 1st and 2nd choice)

() Friday, Sept. 8 () Saturday, Sept. 9 () Sunday, Sept. 10

PLEASE RETURN THIS COUPON TO CYNTHIA POLLOCK, Bldg. 4-6, 1635 Broadway, Fort Wayne, IN 46804

General Electric News

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Sandi Klefer, Composition

100 Years of Progress for People

Signature _____

Instructors plot course for new academic year

Business and Manufacturing Studies Courses will again be offered to GE employees this year. The studies program is a series of college-level courses that relate to business.

Local colleges grant undergraduate credits for these courses, which are scheduled in the plant, one night a week after 5 p.m.

Employees may enroll for one course or the entire series.

For more information, call Phil Herrick, ext. 2180 or Carilyn Koch, ext. 3668.

Anyone interested in enrolling should discuss this with their manager or department studies representative. Studies representatives are: SMD — John Elliott, HMD — Dottie Askren, GPM — Ed Misselhorn, CSD — Jim Brown, STBD — Merv Ruhl, Stan Podzielinski, Arvie Lake (manufacturing).

Courses offered this term:

FIRST YEAR

Introduction to Accounting Principles; Operating Costs, Budgets & Measurements; Manufacturing Materials & Processes; Economic Analysis of Alternatives; Manufacturing Organization & Supervision; Introduction to Computers; Individual & Group Relations on the Job; Employee Relations in Manufacturing

SECOND YEAR

Basic Mathematics; Data Analysis & Probability Evaluation; Quality Control; Manufacturing Engineering; Principles of Marketing; Product Engineering; Manufacturing of Information Systems; Materials Management

ADVANCED

Effective Presentation; Effective Listening; PBM at Work; Career Development for Women; GESIMTEL; Analysis of Human Transactions; Organizational Dynamics; Career Discoveries.



SOME OF THE INSTRUCTORS for Business and Manufacturing Studies Courses last term were: (front) George Dykhuizen, Ginny Burkett; (middle) Daug Mills, Steve Grass, Don Huhn, Dick Le Grand, Dick Pence, Jim Brown and Steve Hombrack; (back) Dave Pierre, Bill Bunnell, Ray Benckenstein and Rager Grossa. Phil Herrick, manufacturing studies coordinator, and Corilyn Koch, manufacturing studies secretary, are at the far back. Those interested in taking courses this year are urged to contact the department representative, listed in the story at left.

ALLEY CHAT By Connie Houser

Club 'sets pins' for next season

The GE Club Annual Season Starter Special bowling rate of three games for a buck will be underway starting Monday, August 21. Club hours will be 8 a.m. to 10 p.m., weekdays only, through September 1. Open House will be held Wednesday and Thursday, August 23, and 24 from 7 p.m. to 9 p.m. Following the Labor Day weekend, our regular league schedule will begin as follows:

MONDAY	Manday Morning Ladies Manday High Nooners Manday GE Office Manday Nite Ladies	9 a.m. 12 p.m. 6 p.m. 8:15 p.m.
TUESDAY	Tues. Afternoon Ladies Masonic League Hermetic League	3:45 p.m. 6 p.m. 8:45 p.m.
WEDNESDAY	Wednesday Owl League Small Matar League	9 a.m. 6 p.m.
THURSDAY	Seniors Apparatus League Emmaus Married Couples	1 p.m. 6 p.m. 8:30 p.m.
FRIDAY	GE Orphans Seniors Friday Nite Ladies Taylor St. Men's League Brethren Church Mixed	10:30 a.m. 1 p.m. 6 p.m. 6 p.m. 8:30 p.m.
SATURDAY	Jr. League (jr. & sr.) Adam & Eve Mixed* Jack & Jill Mixed* Hansel & Gretel Mixed* Pete & Tillie Mixed*	9 a.m. 6:30 p.m. 6:30 p.m. 9 p.m. 9 p.m.
SUNDAY	Sun. Sandbaggers Mixed St. Joe Church Mixed* Guys & Dolls Mixed* Sunday Nite Mixers*	1:30 p.m. 4 p.m. 6:30 p.m. 6:30 p.m.

(GE Club Leagues marked with an asterisk* bowl every other weekend)

All men, women, or couples interested in joining any of those leagues should call the GE Club (Ext-2042) for more information.

Club bowling rates starting Sept. 5 will be the same as last year.

REGULAR RATES — 75 cents per game; **PENSIONERS' RATE** — three games for \$1; and **JUNIOR LEAGUE RATES** — 45 cents per game.

GE Club also offers special coupon books for \$2.50 for five open bowling games. These books must be purchased in advance at the counter.

Remember, GE Club bowling is open to YOU and your FRIENDS. So don't miss any of the action. Join a league soon!

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Latest pay increase adds \$3.5 million to Fort Wayne plant's payroll costs

June 26's pay raises for 4400 hourly and nonexempt-salaried employees have added approximately \$3.5 million to this plant's yearly operating costs, according to Tom Callant, manager-compensation.

The increases bring the average straight-time paid rates to \$6.96 an hour. They also raised the average night-shift bonus by \$1.12 a week; increased the aver-

age time-and-a-half overtime rate by 42 cents per hour, and the average double-time-and-a-half rate by 70 cents an hour or nearly \$5.60 a day.

Callant pointed out that, besides the direct additions to employees' gross pay, the company is now paying more into the funds supporting the various employee benefits plans such as the GE Pension Trust, as well as to the government for Social Security coverage.

For each \$1 increase in an employee's earnings up to \$17,700

annually, both the employee and the company currently pay 6.05 percent more into the Social Security system which provides retirements, disability, survivor, and Medicare benefits.

Every cost increase in this plant — whether it be the cost of materials, taxes, or employee pay and benefits — adds to the difficulty of turning out products at prices attractive to customers. That's why suggestions to lower costs and cost-improvement programs are so necessary in this plant.

7th INNING STRETCH

By Pat Ebetino

Regular season GE softball play ended last week with the Broadway Grill closing out the season with a perfect 10-0 slate. They finished with a 16-6 drubbing of the Apprentices. Rusty Patterson, Denny Grulock and Mike Gulliver each hit homers in that contest for the Grill.

Charlie Elder homered in Finance's final game of the season as his team breezed past the Question Marks 13-2. The win enabled Finance to gain a tie for second place with Taylor Street, which was idle last week.

Both teams ended the season with 7-3 tallies.

The Question Marks were next with a 3-7 record, followed by the Apprentices at 2-8 and the Specialists with 1-9.

Tourney play is scheduled to begin next week and I would like to wish the best of luck to all the teams involved.

Once again, congratulations to the Broadway Grill on a fine season and their well-deserved championship.

In Memory

RUSSELL SEALOVER, 4928 S. Harrison Street, Fort Wayne, died May 24. He retired from SMD, Taylor Street, in 1974.

ROSS SMITH, 4041 Avondale Drive, Fort Wayne, died June 6. He retired in 1972 from Winter Street.



For just \$1.45, you can order these fashionable accessories now... direct from the Employee Store, 1030 Swinney Ave. Hundreds of other GE Centennial items also available. Come browse through our catalog for details.

General Electric News

INDIANA COLLECTION

AUGUST 1978

GE FORT WAYNE, INDIANA

AUGUST 18, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 26

NEWS NOTES

Jobs here hinge on overseas sales

LYNN — The importance of overseas sales to General Electric jobs was recently brought home to the folks at the Industrial and Marine Steam Turbine Division. They built a 25,000 kilowatt steam-turbine generator to supply a quarter of the electric power needed at the new China Steel Corporation plant in Kaohsiung, Taiwan. This is the third GE facility to have built and sold merchandise to this new plant. Previously, GE provided a 6000 horsepower twin-drive system for the plate mill, and mercury vapor luminaries for the new plant's internal and external lighting needs.

Labs develop electric car

SCHENECTADY — Is there an electric car in your future? There may be as a result of development work being done by GE's R&D Center and the Chrysler Corporation. They're working to develop an electric auto mobile with a range of 145 miles at 35 mph, and 75 miles in stop-and-go city driving with a full load of four passengers. Powered by high-energy density, lead-acid batteries developed by Globe-Union Inc., the two vehicles are scheduled for delivery to the U.S. Department of Energy in the spring of 1979.

New meter measures peak, off-peak electricity usage

GE Somersworth's new IR-70 watt-hour meter enables companies to measure how much electricity a consumer is using during peak and off-peak hours to encourage consumers to use electricity in off-peak times, thereby balancing out the utilities' electricity load.

INSIDE:

Transformer cost improvement — See Page 2

SMD achievers bring home national honors

Surviving round after round of competition, a General Electric sponsored group of local high school students has accomplished a year long dream. They have been named the top Junior Achievement manufacturing company in the nation.

The first place ranking, out of over 7000 minicorporations competing, was received by X-10-Tion at the national JA conference last week at Indiana University in Bloomington.

The company, supported by the Specialty Motor Department headquartered in Fort Wayne, was judged not just on their actual performance during the seven months the company operated. They were also evaluated on their officers' ability to apply what they had learned in JA to business situations.

X-10-Tion was represented in Bloomington by Scot Larsen, president; Sue Schmickley, vice-president-marketing; and Kim Larsen, secretary and annual report editor. Scot is the son of John Larsen, General Purpose Motor Department specialist-manufacturing projects. He will be attending Indiana University in Fort Wayne. Sue, the daughter of Mr. and Mrs. James H. Schmickley, was a sophomore at Paul Harding High School and will be moving to Cedar Rapids, Iowa, this fall. Kim, also daughter of John Larsen, will be a senior at Paul Harding High School next year.

Those students, plus X-10-Tion's Marilyn Secrest, vice-president of personnel who will be a junior at Bishop Dwenger High School, were among 3,000 youths from the United States and several foreign countries attending the conference.

The three officers representing the company took written tests and were interviewed by national corporation executives about their business knowledge. Marilyn, competing for national officer of the year, was among the top 50 contenders.

Leading up to the awards recognition, the officers and other members of the company sold shares of stock and manufactured decorative mirrors and electrical extension cords. Sales were \$5,030, pre-tax profits \$1,386 and after-tax profits \$733. X-10-Tion paid back \$2 for every \$1 invested.

As a result of being named top company, every member receives a \$25 savings bond and the three officers each receive a cash prize. That is all part of the first place award sponsored this year by the National Association of Electrical Distributors.

Should you return it?

S&SP forms designate how your investments can be paid

Authorization forms for all Savings and Security Program participants who have investments scheduled for distribution in early January 1979 were distributed here in Fort Wayne during week 32 (Aug. 7-11) according to Pat Harris, Division Finance Operation, manager-payroll.

By using this form you can tell the GE Employee Savings Operation how you want your S&SP securities registered and whether you want them paid out or retained

in an S&SP Retirement Option Account for your retirement, says Harris. You may wish to refer to your S&SP benefit booklet for an explanation of how the Savings and Security Program can be used to add to your retirement income.

DISTRIBUTION OPTIONS

Again this year there are three distribution alternatives for you to consider in designating how you want your 1975 investments paid out. These are:

"A valuable part of the conference, beyond the awards, was the experience the students gained by exposure to the many business-oriented seminars they attended," said Gene Andert, X-10-Tion's coordinating adviser. Andert, sales engineer for the Components Sales Department in South Bend and previously a marketing specialist in SMD-Fort Wayne, attended the weeklong conference with the students. He was joined at the awards banquet by co-advisors, Wynn Hazen, financial management program employee; and Dan Beckman, product engineer.

X-10-Tion is the first GE sponsored company from Fort Wayne to win the top national award, although other local companies have garnered the title in 1976, 1975 and 1967.

In addition to X-10-Tion, four other student companies were sponsored by GE in Fort Wayne earlier this year.



PROUD MOMENTS have followed an announcement this week that Specialty Motor Department's Junior Achievement company was selected the top JA manufacturing company in the nation at the National JA Conference in Bloomington. Sharing these moments in front of the Indiana University Memorial Union fountain are: Wynn Hazen, advisor; Kim Larsen, company secretary and annual report editor; Sue Schmickley, vice president-marketing; Gene Andert, GE coordinating advisor; Scott Larsen, X-10-Tion president; and Dan Beckman, advisor.

- You can have all securities and cash from your '75 investments come directly to you. This year, regardless of type of security — stocks, bonds, or mutual fund units — they must all be delivered to one address even though they may be registered in different names.

- You can have the securities purchased with the company's matching payment and income retained in a Retirement Option Account and have investments

purchased by your payroll deductions go directly to you.

- Or you can have all your investments — those made with GE matching payments and income, and those made with your own payroll deductions — go into your Retirement Option Account. (Because of a recent IRS tax ruling, however, you will receive taxable interest income on the transfer of bonds purchased with your own payroll deductions to the Retirement Option Account.)

Please turn to Page 2

'Up With People' tickets begin distribution briskly

Requests by employees and pensioners for tickets to the "Up With People" centennial celebration performances September 8-9-10 have been brisk during the first few days of distribution, according to Cynthia Pollock, tickets chairman.

So far, greatest demand has been shown for the Friday night performance, with Saturday and Sunday shows running about even. That trend has appeared, Pollock estimated, with about one-third of the total tickets requested during the first rush of orders.

Those figures include about 1200 tickets mailed to pensioners in response to a pensioner coupon appearing in the GE NEWS on July 21, right before the factory shutdown. "After the initial rush of orders, pensioner response has trickled in at a much more gradual pace," she commented.

Among the product departments, requests have been particularly strong at Specialty Motor Department (Taylor Street and Broadway), General Purpose Motor (Taylor Street), and Appliance Components Support Operation (all locations).

Please turn to Page 3



WHAT DO THE PEOPLE OF CHINA AND FORT WAYNE HAVE IN COMMON? Both have experienced the talented performances of an "Up With People" cast. Don't miss the next performance here, September 8-9-10. Request your tickets today through the contact person in your area.

Cost improvement outing signifies ongoing emphasis on savings

To mark a cost improvement program that is running well ahead of budget at mid-year, the Specialty Transformer Business Department has sponsored a special CI outing.

The outing, in keeping with the purpose of cost improvements in general, was to encourage employees to search for, implement and document savings for the department.

First on the agenda was the second annual tug-of-war contest pitting functional teams against one another. This was followed by a number of sporting events including softball, volleyball, golf

pitch, horseshoes, and others, capped off with a "high speed, bruising and daring tricycle race."

Everything at the outing was centralized around this year's Indianapolis 500 theme — "The Indy \$5 Million", which has as its initial target the implementation of \$5 million worth of cost improvement savings.

The purpose of the outing, according to program manager Bart Boehlert, is threefold:

1. Recognition for proven first half CI performance.

2. Provide motivation for continued high performance and participation in the CI program.

3. Sustain the spirit of teamwork to meet the continuing challenges of the business.

General Manager Dan Lovinge congratulated all for the outstanding year-to-date results as of the end of June. He encouraged all to maintain the fast pace to insure a year-end victory celebration with the Indy \$5 million CI program realizing a record shattering performance of 135 percent of budget.



REPRESENTING "Miss Taken Pit Stop" to go along with the Indy \$5 Million theme of the outing is Duane Karnes presenting the winning tricycle race team of Mel Day, Peter Eberhardt, Liz Rello and Al Chung with their o-words.



REGISTRATION brought Charlie Grou, Tom Rehner, Bob Rietdorf, Roger Grosso and Bob Jenkins together at the recent STBD cost improvement outing.



FIVE MAN TEAMS competed in the tricycle race by darning firemen's gear and pedaling a figure eight course. From left are Don Kearns, Don Dickerson, John Botes and Don Lovinge assisting Herb Miller with his baas.



SOFTBALL ROUND ROBIN WINNERS were: (front row) Stan Antolis, Larry Ribicki, Jack Botteron, Ron Clark, Chuck Beatty and (second row) Henry Helberg; Bart Boehlert, Doug Lee, Team Captain Shirley Mowry, Tom Rehner, Dove Hay and Dan Bell.

S&SP forms Continued from Page 1

ment Option Account. This will not apply if such income has already been taxable to you under an election to report all U.S. Sav-

ings Bond interest annually on an accrued basis.)

DO I RETURN IT?

If you've never received an S&SP payout before, or if you want any changes made from last year, you'll have to complete and return the form.

If you want everything handled just as in your past distributions, there is no need to return Part II. But be sure to study Part I — it provides you with a record of just what's coming to you in the 1979 S&SP "payout." It tells you how these securities are registered, the address to which they are to be delivered, and whether you are using the Retirement Option.

The deadline date — October 31 — may seem a long way off. But if you put off consideration of the form, you may forget to make the changes you want, so don't delay — review your form at your earliest convenience.



MONDAY, AUGUST 21 — home-made lima bean soup, breaded pork steak, beef stroganoff w/noodles. **SPECIAL:** grilled ham and cheese sandwich, worm turnover. **TUESDAY, AUGUST 22** — homemade beef noodle soup, quarter of baked chicken, hom-green bean-potato casserole. **SPECIAL:** grilled bologna sandwich, warm cobbler. **WEDNESDAY, AUGUST 23** — homemade minestrone soup, breaded veal cutlet, spaghetti w/meatballs. **SPECIAL:** Mexican Fiesta plate. **THURSDAY, AUGUST 24** — homemade chicken rice soup, turkey with dressing, baked beans with wieners. **SPECIAL:** shaved stocked ham on a special bun. **FRIDAY, AUGUST 25** — homemade potato chowder, hot pork sandwich, macaroni and cheese, fried fish.

Future engineers get taste of technical challenge ahead



FUTURE ENGINEERS program coordinator Willie French helped plan, implement and direct the high school career seminar this year.



PLANT EMPLOYEES took time out to explain some of the intricacies of their jobs to the students during this tour at Taylor Street.

How does a teenager today know what he's going to do when he finishes his education?

About 20 area high school students may be a little bit closer to answering that question because they have completed the General Electric Future Engineers program here.

The students spent a week at GE studying in the classroom, touring the plant, talking with engineers in the field and visiting two other company locations.

The seminar was part of Fort Wayne GE's ongoing commitment to PIMEG (Program to Increase Minority Engineering Graduates) and to strengthen technical career interests among

young men and women.

Part of their study included the construction of a simple motor from raw materials such as nails, tape and wire.



STUDENTS oftentimes became fascinated with a process of manufacturing during their tours of the factory.



TRAINING included a session with GPM's Glen Rout in which the students were expected to identify a motor without having a nameplate — a process that often occurs to GE distributor salesmen who are asked to recommend a replacement motor for one that may have been in service over 20 years.

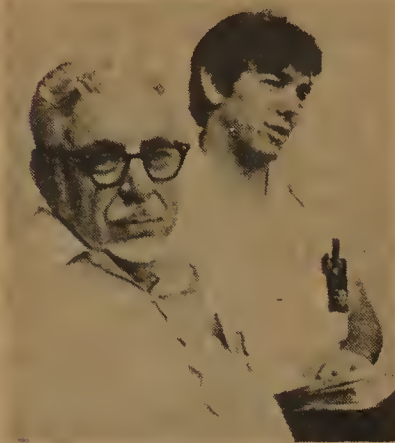


SMALL MODELS of buildings and people were used during a recent electrical safety demonstration to show how electrical accidents can occur and what to do in the situation. John Blacker, I & M representative, is explaining the circumstances surrounding a shack as Neil Terret, 19-4 toolmaker, listens.

Electrical hazards demonstration identifies dangerous situations

What would you do if you suddenly came upon an accident in which someone was in contact with a highly charged electrical power source?

Two representatives of Indiana



COMMITTEEMEN Waady Hursh, foreman in 19-4 tool manufacturing, and Jim Rentschler, foreman in 19-3 equipment manufacturing and safety chairman, attended the session.

and Michigan Electric Company recently put on an electrical hazards demonstration at a joint meeting of the Equipment and Tool Manufacturing Safety Committees, in part, to familiarize employees of correct procedure in that situation.

The Appliance Components Support Operation committee which meets bi-monthly to discuss and implement safety measures and prevent potential problems, saw the demonstrations with the idea of making people more aware of safety around electrical lines.

Each committee member has responsibility for a section of the building where they work, with a system set up to correct identified hazards before an accident occurs.

The speakers were part of a series in the past few months designed to make safety committee meetings more useful. Each of

the sessions, which have covered such topics as safety shoes and smoke alarms, includes a question and answer period.

During the meeting about electricity, pamphlets were handed out detailing some of the demonstrations that were shown. As part of their presentation, the representatives from I&M described the safest ways for pulling a victim away from a power source in an accident. Some of the methods discussed were to pull the victim away with the use of a dry stick or towel. Many of the methodologies and situations were then related to factory type settings during the discussion.

SMD retirees invited to tour plant

All pensioners who retired from the Specialty Motor Department have been invited to attend SMD's anniversary open house from 9 a.m. until 2 p.m. Saturday, September 9.

Those interested in attending the gala celebration of SMD's 25th anniversary should request tickets from Iris Champlin, Taylor Street, or Ralph Church, 4-6 engineering at Broadway.

Tickets and nametags are to be supplied to those attending in advance of the open house. The deadline for reservations is September 1.

TICKETS Continued from Page 1

Maximum allotments of tickets have been ordered by the sales office on State Street, GE Product Service on Newaygo Road and the GE Service Shop on Northrop Road.

Those filling out coupons in department newsletters and bulletins are urged to clearly mark first and second choices when completing the order form. "We haven't had to give anybody their second choice performance yet, but many of the pensioners left that part of the order form blank so I was able to distribute many at random," the chairman explained.

Ticket orders at Winter Street, Specialty Transformer Business Department and GPM Decatur are expected to pick up as publicity about the weekend reaches employees in those locations. Posters, which indicate ticket contacts, have been distributed to office and factory areas of the plant.

Orders for the free tickets should be directed through use of the department newsletter or bulletin coupons (coupons in the GE News for pensioners) by mailing to the following contact persons:

Sandra Blackmon (Components Sales Department); Jeff Barnett (Winter Street); Barb Carpenter (GPM Taylor Street); Roberta Anderson (GPM Broadway); Shirley Lambert (GPM Decatur); Sharon Finzer (ACSO); Jan Ventruella (STBD); Cynthia Pollock (SMD Broadway, pensioners, outlying sales offices, Division, Employee and Community Relations Operation); Lois Ellis (SMD Taylor Street); Sally Eubank (Hermetic Motor Department).

A total of about 3000 tickets per performance at 8 p.m. each night are available to GE employees and pensioners and their immediate families. Pre-showtime activities (free refreshments, popcorn, a calliope and possibly more) are tentatively scheduled to begin about 7 p.m. at the Foellinger Outdoor Theatre setting in Franke Park. All seats are first come, first serve.

In addition to the live performance by the "Up With People" cast, there will be a multimedia visual presentation and short recreation of historical milestones in Fort Wayne history portrayed in the Style of Hal Holbrook as "Mark Twain." The portrayal is of the "oldest living Fort Wayne employee — Thaddeus B. Herringbone," by well known civic theatre actor Don Hoylman.

UP WITH PEOPLE PENSIONER TICKET COUPON

NAME _____
SOCIAL SECURITY NO. _____
HOME ADDRESS _____

I'd like _____ tickets for the performance
I've checked below:

(Please note 1st and 2nd choice)-

() Friday, Sept. 8 () Saturday, Sept. 9 () Sunday, Sept. 10
PLEASE RETURN THIS COUPON TO CYNTHIA POLLOCK,
Bldg. 4-6, 1635 Broadway, Fort Wayne, IN 46804

Bowling specials begin, rates to remain same

The bowling season starter special of three games for a buck begins Monday, August 21. GE Club hours for bowling with the special will be 8 a.m. to 1 p.m., weekdays only, through September 1.

On Tuesday, September 5, our regular league schedule begins. Any persons interested in joining one of the leagues should call the GE Club, Ext. 2042. The price of bowling will be the same as it was last season — just 75 cents per game for each adult, and 45 cents per game for each junior bowler.

Senior Citizen's Bowling League, which is so popular on Thursdays and Fridays, will start Thursday, Sept. 7, and Friday, September 8 at 1 p.m. Any person at least 60 years old is eligible to join in the fun. Bowlers in this league and all GE Club leagues do not have to be GE retirees, or GE employees. The club special Senior rate all season is three games for \$1.

In addition, the club offers a Junior Bowling League for any youth between the ages of 12 and 18. The league will begin bowling Saturday, September 9, at 10 a.m., but parents should call the Club before this date to enroll their child. The Junior League Registration Round-up is 7-9 p.m., Wednesday and Thursday, Aug. 23-24. For more information about next season's sign-up, call Junior League coach, Dave Uncapher, on Ext. 2042 or 743-8487.

GE Club fall season starts with open house next week

Next Wednesday and Thursday, GE Employees, retirees, and their families can enjoy an exciting evening at the GE Club's Open House!

A clown will be on hand to entertain children as they compete in bean-bag and ring toss games for prizes. For adults, special mini-game bowling events, square dancing, bingo, and door prize drawings are scheduled. Everything, including the popcorn, pretzels, and Pepsi, is free!

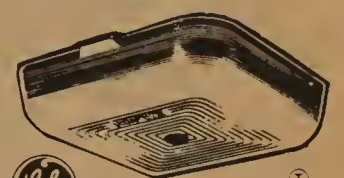
The Open House will continue Wednesday and Thursday from 7 p.m. to 9 p.m. to acquaint GE people here with all the different types of recreational programs offered by the GE Club and to interest more men and women in participating, according to club president Paul Beltz.

Paul stated, "We're proud of what we've got here, and we think it's important for others to know more about the GE Club so they can become a part of it."

Many people work hard to help make a wide variety of social and

athletic activities available to employees and retirees.

Mark your calendars now! It's a great way to get the whole family together for an evening filled with fun!



GE Home Sentry

SMOKE ALARM

The early warning system that can help you save your family's lives.

Selling Price	\$15.99
Rebate	-5.00
Your Cost	\$10.99

**EMPLOYEE
STORE**

1030 Swinney Ave.

GRAND RIGHT AND...



The GE Club will again sponsor square dance lessons for beginners, starting on Fri., Sept. 8th and continuing for 6 weeks.

Lessons will be free to GE employees with a nominal charge for guest couples. Dancing assistance will be offered by the Whizzer Square Dance Club.

Please enroll the following couples:

Employee Name _____

Location _____ Ext. _____

Guest Couple _____

MAIL TO: CARL BRANDT, 4-4

— ENROLLMENT FORM —

General Electric News

GE FORT WAYNE, INDIANA

AUGUST 25, 1978

GENERAL  ELECTRIC

VOLUME 60, NO. 27



COMPARING THE SIZE of a standard 500 KVA coil with the three coils of a 1500 KVA transformer recently built by the Specialty Transformer Business Department is veteran winder Walt Rieger. Winding partner Larry Williams kneels beside the big transformer, which is the largest unit built here in a number of years. According to Dan Dickerson, STBD manager-marketing, the unit will be one of only 30 of its size in operation anywhere in the U.S. when it is installed at Parkview Hospital as part of an emergency power supply system now under construction in a new building expansion project.

'Big Mama' moves off line to important role at Parkview

Order represents competition breakthrough

Delivery of the product ahead of the competition was recently a major factor in GE's ability to get a sale to supply electrical equipment for a local hospital construction project.

And that's not all.

Specialty Transformer Business Department, which had a crucial role in getting the order, had to build one of the largest transformers to be manufactured here in a number of years to do it.

The transformer, a 1500 KVA model, is part of an emergency power supply system for Parkview Memorial Hospital. It provides the necessary voltage from a standby power source in case of a local failure and will also be activated on a periodic basis to determine that the system is ready to function in case there is an emergency.

It is one of the electrical components needed for a new 3-story expansion being built south of the main hospital building on Randalia Drive. The construction will house new intensive care, coronary and support facilities.

The sale of the transformer to the hospital was part of a total GE package of equipment worth over \$300,000. It was quoted in conjunction with GE's Distribution Assemblies Department of Houston, Texas.

"What sold the package for GE, since price was in line with the competition, was that STBD was able to promise delivery sooner than the other bidders on the project," said Andy Picco, a GE Apparatus Distribution sales engineer connected with the project.

Please turn to Page 3

Frank Hanrahan appointed GPM Broadway plant manager

Frank M. Hanrahan has been appointed manager-Broadway plant for the General Purpose Motor Department.

Hanrahan received a Bachelor

of Engineering (Marine) degree from State University of New York Maritime College in 1968. He joined GE on the Manufacturing Management Program in 1968 with Space Systems Operation, followed by assignments in Houston and Fort Wayne.

In 1971, he was named general foreman (night shift) with Propulsion Equipment Product Department, Erie, and later was named a unit manager and product manager there.

He became manager-quality assurance in 1973 for the Transportation Equipment Product Department, Erie; followed by program manager-facilities with Audio Electronics Products Department, Syracuse.

Hanrahan came to GPM in 1976 following the positions in Erie and Syracuse. He has been supervisor of materials at the Broadway Plant, where he has also been acting plant manager following former manager Dick Baumbauer's move to Decatur.



FRANK HANRAHAN



HOYLMAN REHEARSING

Old man Herringbone to rattle rafters during centennial 'Up With People' weekend

Lively and entertaining historical reminiscences are in store for the audiences of Don Hoylman when he portrays "Thoddeus B. Herringbone, the oldest living GE employee" during part of the "Up With People" centennial show coming to the Foellinger Outdoor Theatre September 8-9-10. During a recent sneak preview of the choracter for an Up With People Committee Meeting, Hoylman revealed a spellbinding orroy of

limericks, historical mementos and gestures which are to become a part of his one-man segment of the show. Tickets are oavailable now from contact persons in all plant locations. Don't wait! Make plans today for you and your family to see Thoddeus, "Up With People" and a multimedia presentation, which are all a part of the GE 100 celebration in Fort Wayne.

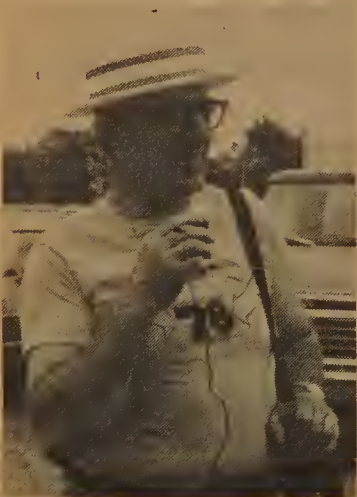
Wire Mill families pause to enjoy summer fun — now look ahead to second half productivity



DAVE CARPENTER and his daughter enjoyed the afternoon in the park swing during the Wire Mill's employee family picnic this summer.



CHARLIE ARMSTEAD displays a "Turnaround 78" t-shirt signifying the current quality improvement program of the Mill this year. Charlie is joined by his family as they hold one of the prizes awarded at the outing.



PICNIC CHAIRMAN Art Rosor sported a straw hat and a microphone to organize some of the many activities of the family get together.



MANAGER Paul Dawley took a moment to relax with his wife and son on the dance floor during the all employee picnic.



THE RONNIE MEE'S spread out on the ground to enjoy their lunch together. The weather for the event couldn't have been nicer for the picnicgoers.

RETIREMENT REFLECTIONS

WILSON "WILLIE" GARMAN, 42 years' service **SINCE 1936** began as a machinist apprentice **RETIREES SEPTEMBER 1978** jig boring mill operator in the Appliance Components Support Operation **PLANS:** "Odd jobs around the house."



LONNIE KIRTZ, 30 years' service **SINCE 1947** began as a helper **RETIREES SEPTEMBER 1978** set up on the automatic layout lamination machine in the Specialty Transformer Business Department **PLANS:** "Fish and see part of the world."



VIOLA H. GUISENGER, 17 years' service **SINCE 1960** began as a tester **RETIRED AUGUST 1978** as an electrical tester in the General Purpose Motor Department **PLANS:** "Take each day as it comes."



DELVIA W. STICKLER, 37 years' service **SINCE 1941** began as a punch press operator **RETIREES AUGUST 1978** as the operator for the General Purpose Motor Department **PLANS:** "Drive a camper with the GE Camping Club."



ALBERT M. HOLLENBAUGH, 35 years' service **SINCE 1943** began as a helper **RETIRED AUGUST 1978** as a sweeper in the Specialty Motor Department-Taylor Street **PLANS:** "Do as I please."



DONALD W. VORNDRAN, 37 years' service **SINCE 1941** began as a maker of bus and connection bars **RETIREES SEPTEMBER 1978** as a borematic in the Hermetic Motor Operation **PLANS:** "Do as little as possible."



Fabricator buys \$3 billionth Savings Bond

Maria Vendetti, a fabricator in Schenectady's Membrane Products Operation of the Medical Systems Division in Milwaukee, has purchased a Savings Bond that has helped GE people chalk up a new record in bond buying.

Just a few weeks ago the records of the GE Employee Savings Operation indicated that a record \$3 billion in Savings Bonds had been purchased by GE employees—a higher total than that purchased by employees of any other company. The total for each company is calculated by using the maturity value of all Savings Bonds purchased under payroll savings plans since 1941 when Savings Bonds were first issued by the government.

One reason why GE employees have such an outstanding record is this: While some companies have more employees than GE, few have a plan like S&SP under which the GE matching payment can provide you with an extra bond for every two you purchase. Add that benefit to the knowledge that Savings Bonds have a good interest rate and are one of the most secure investments available and you realize why more than 179,000 employees are buy-

ing US Savings Bonds, most of them through participation in S&SP.

A check of the records shortly after the \$3 billion mark had been reached indicated that a Bond purchased by Maria Vendetti was the one which pushed bond purchases by GE people up to the new industry-leading total.

Maria's bond buying began about one year after she joined GE, following much careful thinking about the benefits of enrolling in the Savings and Securi-

ty Program.

She now has a daughter who will be ready for college in two years and who plans to continue on to medical school. The Savings Bonds Maria receives under S&SP are slated to help cover those expenses and more. "Besides my daughter, I have two sons at home: Paul, 10, and Joe, who's 14. They also want an education," Maria says. "And," she continues, "my husband and I want to be able to send them all to college."

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100 Years of Progress for People

Curious?

Mail Coupon to:
GE Club, Bldg. 23



Yes! Tell me about GE Club bowling!

Name _____

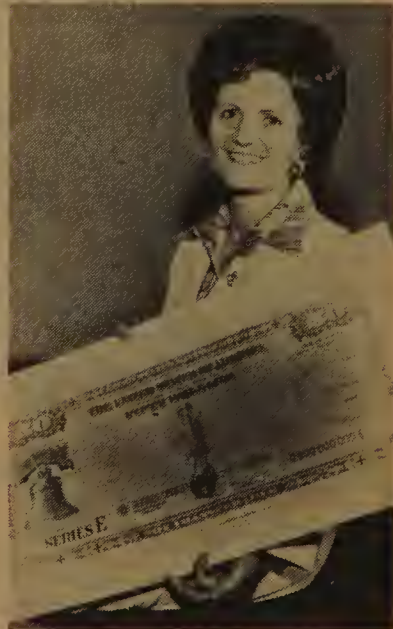
Home address _____

Phone (at home) _____

Phone (at work) _____

Type of league (check preference):

Men's _____ Women's _____ Mixed _____



A NEW RECORD for U.S. Savings Bond buying at GE was recently marked by Maria Vendetti, a Schenectady employee, who received a giant replica of a bond during a presentation ceremony.



SAFE DRIVERS citations have been awarded Transportation Operation drivers for their exemplary records. Shown gathered for a recent presentation are: (back row) Louie Greenwalt, Billy Moore, Jerry West, John Crist, Jerry Wolf, Lorry Woikel, Bill Hoverter, Monroe Hummel, Gene Woodley, Jerry Brommel, Slim Cochran, Morlon Sherck and Chuck Burcham; (front row) Rolph Merritt, Lorry Thomas, Rolph Lontzenheiser, Gale Johnson, Andy Hoffer, and Phillip "Connonball" Arnett.

GE noses out competitors on hospital order

continued from Page 1

The transformer was ordered through a local distributor, Graybar, Inc. for Shambaugh Electric Co., a Fort Wayne contractor.

Other bidders included Westinghouse, Square D, and Continental — all major electrical equipment competitors.

After the GE bid was accepted, the transformer was built and delivered ahead of the August 1 completion date promised.

The three-phase design of the 1500 KVA is not unlike ones built here every day. But, because of its size, Building 19-1 windsers Larry Williams and Walt Rieger nicknamed it "Big Mama."

"We used basically the same techniques on this job as we do on every other, although there was naturally a lot more welding and

probably more concern for quality since we knew it was a new design and was going into a hospital," said Larry.

Walt added, "We really feel like we accomplished something on this one and we're glad to hear it went through tests so well, too."

The 1500 KVA rating is about three times the capacity of core and coil units usually manufactured on the STBD production lines. Even so, it is considered in industry circles to be of standard indoor voltage with high safety characteristics.

Stan Antalis, manager of transformer product engineering, said, "Like all others, this unit is designed to last—with operating temperatures based on the ther-

mal stability of the materials in the system, safe insulation, and more than adequate spacing between the electrical coil and its enclosure."

Ed Hutter, the design engineer in charge of testing, said, "Normal tests were done on the 1500 KVA unit to assure us and its customers of safe operation. From an engineering standpoint there was nothing 'exotic' about the design of the unit."

In addition to being wound in Building 19-1, the unit's components were made in the Building 27 fabrication shop, stacked in Building 27 and assembled, tested and finished in Building 22.

Women's volleyball seeks players

Women interested in playing in the GE Club Women's Volleyball League should contact the Club Secretary Connie Houser, ext. 2042, who is presently taking orders for membership. Women needing information about the leagues may also call League Manager Sheila Carr, on ext. 3393. The deadline for signing up is September 5.

Bowling rate special extends one more week

Bowlers and their friends have one more week to take advantage of the GE Club's annual bowling special of three games for one buck.

This preseason offer will last from August 28 through September 1 from 9 a.m. to 10 p.m.

Last week it was incorrectly printed in the GE NEWS that the special lasted only until 1 p.m., so please take note of these extended opening hours.

The preseason starter not only allows employees and pensioners to learn more about GE Club activities, it is also a way to get a bowling arm in shape for the season.

During the special week, all those attending will be given the opportunity to sign up for league bowling. Openings are available on evening men and women leagues, weekends for mixed couples, and for second shift employees (9 a.m. Wednesday Morning League).

For other information, call the GE Club, ext. 2042.

Flag football organizes

The GE flag football league will be organized for the fall season at 4:30 p.m. Monday, August 28, in the Trophy Room of the GE Club. Team captains or anyone interested in playing should attend the meeting. If unable to attend, call Ext. 2042 to sign up.



Musical entertainment for the entire family

SEPT. 8-9-10, 8 P.M.
FOELLINGER OUTDOOR THEATRE
REQUEST TICKETS FROM THE
CONTACT IN YOUR AREA TODAY.

GOLF CORNER by Roy Brokaw

MEN'S GOLF LEAGUE LOW SCORES: Mike Lepper 37, Terry Bashelier 37, Eben Cobb 38, Dick Parlow 39, Leon Lahrman 39, Roy Brokaw 39, Dick Macleod 39, Larry Shindeldecker 39, Ben Merriweather 39, Don Hoffman 39.

BIRDIES: Terry Bashelier (3), Steve Pensinger (2), Eben Cobb (2), John Elliott (2), Mike Lepper (2), Bob King, Gary Martin, Roy Brokaw, Bill Badders, Dick Mills, Tom Roberts, John Fisher, Paul Yentes, Henry Helberg, Dick Shoenherr, Bill Wright, Ben Merriweather, Bill Sutton, Ken Kniss, Bill Wissel, Dick Parlow, Bill Corry, Arlin Griseser, Fred Schinneman, Kenny Bainbridge, John Fisher, Dan McCrea.

SANDBAGGER OF THE WEEK: Don Hoffman 39, (12.2 strokes under his average). Unbelievable! This is the lowest under average score this year!

PUTTER OF THE WEEK: Gene Kelsey, 10 putts, including eight one-putt greens. Wow! This is the best short game performance this year!

WOMEN'S GOLF LEAGUE LOW SCORES: Maureen Murtaugh 43, Rachel Kelley 49.

HIGHLIGHTS AROUND THE LEAGUES: We are now entering the home stretch of the GE golfing season. All leagues will complete final play at various times during the next three weeks. Each league will have a first place winning team which will be entered in the GE Club Championship Playoff at the Willow Ridge Golf Club on Saturday, September 30. This playoff will determine an overall league championship team.

The first league to complete final play is the Tuesday-Foster Park League. Their first place winning team is Team No. 1, Flag Hitters, captained by Ed Misselhorn. Their four players eligible for the playoff are: Eben Cobb, Ray Benckenstein, Les Palmer, and Misselhorn.

DID YOU KNOW: That Dick Kimbrough, North Platte, Nebraska, holds the all time speed record for playing a round of golf. Dick played (ran) the 6,068 yard par 70 North Platte Country Club course, holing out on every green, in just 30 minutes, 10 seconds! Eben Cobb is reputed to be one of the fastest players in our GE League, but not this fast!



For only \$7.75,
you can order
these 11 oz.
smoked glass
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customized
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hundreds of
other items, too.

AT YOUR EMPLOYEE STORE, 1030 SWINNEY

SEP 11 1978

INDIANA COLLECTION



RECREATING the days of celluloid callars, felt bowlers, ankle length dresses and feather fans will be the creative challenge for the ushers at the September 8-9-10 "Up With People" show. Serenely dressed Ida Yahne joins Mel Franke and Duayne Parnin in a classic pose while Steve Taar does the fitting. The ushers will attend each performance to hand out programs and special souvenirs to the adults and children attending.



MAKING GE WEEK OFFICIAL, Mayor Robert Armstrong congratulated GE people for their accomplishments citing the company as "one of Fort Wayne's most prestigious firms" which manufactures products whose demand has steadily increased "as a result of their high standards and demand for excellence." With the Mayor are Cynthia Pollock, Up With People show ticket coordinator; Fred Warner, Up With People Committee co-chairman; Tom Schmitt, of GPM and one of 27 GE families who will be hosting an Up With People cast member in his home next weekend, and Chuck Millick, committee co-chairman with Warner.



AS A MOMENTO of the centennial, Jan Ventruello, STBD and one of the Up With People weekend tickets contacts, presented Mayor Armstrong with a commemorative paper weight and GE 100 tie. In accepting, the mayor reminisced about his childhood associations with GE, since his own father was a GE toolmaker with 37 years' service of retirement.

General Electric News

SEPTEMBER 1, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 28

NEWS NOTES

Wire mills join Wire and Cable Business Department

Effective today, the Fort Wayne and Shelbyville Wire Mill Operations have become a part of the Wire and Cable Business Department headquartered in Bridgeport, Conn.

This realignment is part of a plan to combine all GE wire mill operations into one organization to optimize company resources and technologies.

The realignment is not expected to have a major impact on local operations; the products manufactured and customers served are expected to continue much the same.

Remember When party coming up

Remember When Club for GE women employed before December 31, 1945 will be having their annual get together at Lester's Party Room on Bluffton Road on October 16, 6:30 p.m. For reservations, call Hester Seidel, 456-3057; Fleta Erickson, 747-2295; or Mildred Gomez, 745-4165, by October 9.

GPM appoints Kurung manufacturing manager

Frank C. Kurung has been appointed manager-manufacturing for the General Purpose Motor Department, it has been announced by general manager Jim Warren. Kurung replaces Don Cochran who recently moved to Holland, Michigan as general manager of the Hermetic Motor Department.

Kurung has a B.A. in Business Administration and Economics from Upsala College, East Orange, N.J. He joined GE in June 1953 as an MTP trainee with Medium Steam Turbine in West Lynn, Massachusetts. While on the program he worked on various assignments in the Aircraft Products, Distribution Assemblies, and Circuit Protection Departments. His first assignment off the program was in 1958 as a specialist-organization and measurements for the Medium AC M&G Department where in 1962

he advanced to manager-motor lamination manufacturing subsection.

He transferred to the Large Generator and Motor Department in 1964 as manager-manufacturing engineering. This was followed in 1967 by an assignment as manager-manufacturing, Commercial Equipment Department. In 1971 he was named manager-manufacturing, Diesel Engine Product Department, and in 1974 was appointed manager-manufacturing, Locomotive Products Department.



FRANK C. KURUNG

GE hosts stars on anniversary TV special

GE people will want to spread the word about the way the company will be icing its centennial celebration cake in September by sponsoring one of the most exciting television spectacles of the year.

Twenty-four of entertainment's brightest stars will help celebrate the "GE ALL STAR ANNIVERSARY," a two-hour television extravaganza hosted by John Wayne on September 29 from 9-11 p.m. on ABC-TV.

Described as an "entertaining walk through the past century," the all-star anniversary show blends music, dance and comedy to capture the essence of America's changing mood and tone in the 100 years that have elapsed since the founding of the Edison Electric Light Company which

Mayor declares 'GE Week'

Top flight entertainers, a proclamation by the mayor, and employee involvement combine next week for a promising celebration of the company's 100th anniversary in Fort Wayne.

Mayor Robert Armstrong made it official in the Summit City this week by declaring "GENERAL ELECTRIC WEEK" September 4-10.

Activities leading up to this historic occasion have been continuing since the start of the year at company locations throughout the world. These celebrations will continue until October 15, the date that Thomas Edison formed the Edison Electric Company in 1878.

Employees here have been involved with many Centennial theme events to mark the anniversary, including motivational programs which focus on ways to reduce costs and improve productivity.

During "GE Week," the one activity capturing the most attention is the Up With People Show.

(SEE RELATED STORY ON PAGE 2)

Employees have been requesting free tickets to the show at a brisk pace since distribution began two weeks ago. However, tickets for all three performances are still available.

As previously announced, the evening's entertainment will include a fantastic variety of attractions:

Starting at 7 p.m., a full hour before the curtain time at 8, employees who want to gather at the Foellinger Outdoor Theatre for the performance will enjoy calliope music, free refreshments, and GE ushers dressed in period costumes to assist them through the gate and to pass out special commemorative programs.

After a one-man narration of "the oldest living GE employee in Fort Wayne, the Up With People cast takes the stage. The talent, enthusiasm and warmth that they build on stage is said to be overwhelming by audiences around the globe.

The evening is then concluded with a visual presentation entitled "100 Years of Progress For People", designed exclusively for Centennial celebration audiences this year.

became the General Electric Company.

The roster of stars, includes Host John Wayne and in alphabetical order, Lucille Ball, Albert Brooks, Henry Fonda, Alex Haley, Pat Hingle, Bob Hope, Cheryl Ladd, Michael Landon, Penny Marshall, Donnie & Marie Osmond, Charley Pride, John Ritter, Sha Na Na, Red Skelton, Suzanne Somers, James Stewart, Elizabeth Taylor, Leslie Uggams, Jimmie Walker, James Whitmore, Cindy Williams and Henry Winkler.

More than one hour of the mammoth birthday party will be devoted to extravagantly mounted song and dance full-stage production numbers. These musical segments are an integral part of the continuing retrospec-

tive look at the past led by host Wayne, via lively encounters with key figures of the last ten decades.

Pat Hingle, as Thomas Edison — without whom there probably would have been no electric light — and no television — appropriately appears to switch off the lights at the conclusion of the GE special.

Have a safe, fun, paid holiday

Employees here can enjoy a three day holiday paid vacation this weekend, since generally all Fort Wayne operations will be closed this Monday, September 4, in observance of Labor Day.

She's third woman in world licensed to operate nuclear reactors

"If we're going to have enough electricity to meet our needs in the 1980s, we've got to build nuclear power plants now."

So says Andrea Hotham. She's not a lobbyist for nuclear power but one of three women in the world licensed to operate a large

commercial nuclear reactor. Her job: a senior instructor at GE's Boiling Water Reactor Training Center in Morris, Illinois, a job requiring a senior operator license from the Nuclear Regulatory Commission.

"When I started, I didn't know a pump from a valve," she admits and that's understandable. Andrea graduated from Northwestern University with a liberal arts degree and planned to be an English teacher. Instead, she gave up teaching and went to work for General Electric, starting training as a reactor operator.

"The magnitude of the information you have to assimilate is just incredible," Andrea says.

After extensive training to obtain company certification, she underwent several days of exhaustive testing to earn her license from the Nuclear Regulatory Commission.

Before she could get her NRC license, she had to spend almost a year on field assignments to gain additional experience—first at the Carolina Power and Light's Brunswick plant and then at the Dresden Power Station outside Chicago. "It was hard work but I was glad that GE provided me with the opportunity," Andrea says.



ANDREA HOTHAM

Tickets still available ^{Up With People!} for all three performances

You can still request tickets for all three performances of the Up With People centennial show September 8-9-10 at the Foellinger Outdoor Theatre.

The special celebration for all employees and their families features:

1. **PRESHOWTIME ACTIVITIES** including free popcorn and refreshments, calliope music, festive atmosphere with ushers dressed in costumes of the late 1800's, special program featuring stories about Fort Wayne history and the show. **BEGINS AT 7 P.M. PRIOR TO THE 8 P.M. PERFORMANCE EACH NIGHT.**

2. **THADDEUS B. HERRINGBONE** — The show opens with a short, humorous, historical one-man performance by Don Hoylman in character as "the oldest living GE employee in Fort Wayne."

3. Next is a lively evening of song and dance by the talented **UP WITH PEOPLE** troupe. Don't miss their rendition of "(Mama Don't) 'low No Music," and a special **GE SONG**: "A Hundred Years of Progress For People," plus a rousing international medley.

4. **MULTIMEDIA** presentation on three huge screens concludes the show. It features a fast paced hundred year history of the company. With its special musical score, the presentation promises to be a moving, thought-inspiring, tribute to GE people everywhere.

5. But that's not all. There are **SOUVENIRS** after the show for all adults and children attending the celebration.

This is a once in a century opportunity to celebrate with GE and have a fun, entertaining evening with your family. Request your free tickets today by turning in the attached coupon to the ticket contact in your area.

Name _____ S.S. No. _____

Supervisor _____ Location _____

Department _____ Unit/Group _____

(Pensioners-Home Address: _____)

I'd like _____ tickets for the performance I've checked below
(number)
(please note 1st and 2nd choice):

() Friday, Sept. 8 () Saturday, Sept. 9 () Sunday, Sept. 10

PLEASE RETURN THIS COUPON TO YOUR CONTACT

TICKET CONTACTS: Sandra Blackmon, CSD, 18-5; Jan Ventruella, STBD, 31-2; Sally Eubank, HMO, 18-4; Barb Carpenter, GPM-Taylor Street; Lois Ellis, SMD Taylor Street; Jeff Barnett, Winter Street; Roberta Anderson, GPM-Broadway, 4-1; Cynthia Pollock, SMD 4-6, also pensioners, Division office, ECRO, sales offices: Sharon Finzer, ACSO.



TEAMWORK CHALLENGE — Quality costs, motors per operator hour, being on schedule, safety, housekeeping and presenteeism have won monogrammed desk pen sets for the Unit 457 finishing employees in Specialty Motor Department's "Teamwork Challenge" motivation program. Representing the finishers are: Sue Tutwiler, Albert Reese, Cora Robinson and Gary Eshelmon. The award was made because the unit scored the highest number of points during the first three months of the program.

Hotpoint factory rebate sale offers two-way savings

GE employees and retirees will be able to take advantage of an extra savings on seven Hotpoint major appliances if they are purchased anytime from September 15 through October 31.

The reason? A special factory rebate for all customers. When this is added to the regular Employee Product Purchase Plan courtesy discount, pensioners and employees can enjoy a two-way saving. The courtesy discounts are subject to provisions of the Product Purchase Plan.

Here's a list of the appliances on sale, the courtesy discounts available to employees and pensioners, and the factory rebate

that will make each appliance an even greater bargain:

"Handwash" washer and matching "Sensi-dry" dryer. The washer, model WLW5704T, has a courtesy discount of \$40, plus a factory rebate of \$20 for a \$60 saving. The dryer has a \$30 courtesy discount, plus a \$20 factory rebate for a \$50 saving. "Handwash" and "Sensi-dry" are GE trademarks.

The 30-inch self-cleaning oven range, model RB788GT. It offers an \$85 courtesy discount and a \$25 factory rebate with a total saving of \$110.

Another 30-inch self-cleaning oven range also has two savings.

Model RB747V provides a courtesy discount of \$60 and a factory rebate of \$25 for a total saving of \$85.

The Hotpoint Microwave Cooking Center, model RH966GW, provides a courtesy discount of \$105 and a \$50 rebate for a \$155 total saving.

The Top-Mount frost-free refrigerator, model CTF21GW, has a \$70 courtesy discount and a \$50 rebate for \$120 total saving.

Hotpoint's Built-in Automatic Potwasher model HDA960 is also in the sale and provides the regular \$45 courtesy discount plus a \$25 factory rebate for a \$70 saving.



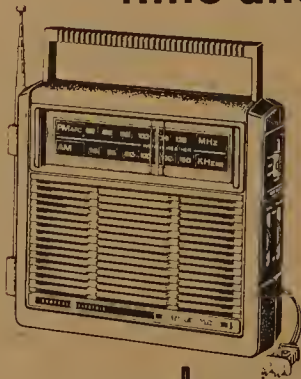
General Electric Employee Store Cash-back specials

Now through September 15, 1978 you can save on your Back-to-School purchases on a broad selection of radios, tape recorders, and eight-track tape players. Take advantage of this cash-back promotion and get not only a good buy but **INSTANT CASH REBATE** when you buy at your Employee Store. Nothing to send in, get your rebate when you pay.

Come in today for your rebate coupon and the extra savings on these Audio Electronics products.

Cash rebate effective on purchases from now through September 15, 1978.

Radios that keep you in touch with the time and the weather before school:



7-2841
FM/AM-Portable Radio
with INSTANT WEATHER
\$2.00 Cash Rebate

\$26.39
-2.00
\$24.39



7-4650
FM/AM Electronic
Digital Clock Radio
\$2.00 Cash Rebate

\$34.49
-2.00
\$32.49



HAVE A GREAT LABOR DAY WEEKEND

Special price Cedar Point Amusement Park tickets now available in the Employee Store. WERE \$8.75 ... **NOW \$7.50**

EMPLOYEE STORE

1030 SWINNEY AVE.

WEEKDAYS 11-5:30

ECSF Board hears about United Way activities all year long



LEARNING about the operations of the agencies of the United Way is an ongoing, yearlong experience for members of GE's Employees Community Services Fund Board. Mrs. Mary Bloissing, executive director of the Riverhoven Community Association Inc., addresses ECSF meeting audience: Sharon Krinn, Giseolo Tossler, Ned Grueloch, Frank Boresemo, Gerry Koenemomn, Bill Hamilton and Joyce Link.

Riverhaven director tells how agency helps others

Mrs. Mary Blaissing, executive director of the Riverhaven Community Association, recently carried her part of the United Way story to GE as one of several guest speakers this past year at meetings of the Employees Community Services Fund Board.

Mrs. Blaissing's narration of the activities at the Riverhaven agency is one of the many ways GE employees learn how their United Fund contributions are spent throughout the year.

Riverhaven, which designates a low lying geographic area in the Fort Wayne community, began acquiring a reputation as a location for low income people as far back

as 1923.

It now consists of 157 families, 230 children (under the age of 18) and about 470 adults.

It wasn't until January 1978 that Riverhaven began receiving funding from United Way, six years after their first request for UW assistance was made. For a while, Riverhaven was on a month to month tentative basis of funding.

OFFERS MANY PROGRAMS

For the \$41,000 Riverhaven is budgeted by UW, it now provides outreach services for the poor and elderly in all of East Allen County. They also serve as a liaison between

people and other agencies that can help them. Riverhaven agency, furthermore, conducts a variety of ongoing programs and activities.

The center currently services about 80 to 100 people each day in one way or another.

The staff consists of 14 people — only four of those are paid by United Way — the bookkeeper, two outreach workers and Mrs. Blaissing.

In addition to Riverhaven, the ECSF Board which is elected by GE employees, heard speakers from the United Way office, the American Red Cross and the Mental Health Center.



SPEAKERS such as Mrs. Mary Bloissing from Riverhaven have been spreading the word all year about the activities of United Way so more employees can know how involved UW agencies are in the community.



HELPING Terri Schode, Components Sales Department 18-5, get signed up for skills development courses is Robert Miller, field training representative—business and industry of Ivy Tech.

Employees sign up for valuable NETS program training—it may not be too late for you!



LOIS NELOMS, NETS coordinator; **SHARON HARTER**, Division Office; **JUSTINE COUDRET**, onolyst Division Finance.

Registration and pretesting for a new employee educational and skills development program called NETS was conducted last week.

NETS (Nonexempt Training Seminars) consists of a full schedule of courses specially designed so employees can broaden their individual knowledge and improve their job skills on their present job or in preparation for an upgrade opportunity.

For further information about the classes, which start next week, contact Lois Neloms, NETS coordinator, in the Employment Office, Ext. 3514.

Sunday brunch host John Lombardi also 70,000th on GE pension roll

As summer was about to begin, the roll of those receiving GE pension benefits swelled beyond the 70,000 mark. Whose name brought the list to the new milestone?

A check of the pension roll led to Pittsfield, Mass. and John Lombardi.

It's Sunday morning and retiree John Lombardi and his wife, Dora, are throwing together a Sunday brunch of six dozen eggs, 10 pounds of potatoes, a big ham, a few loaves of bread for toast, pots and pots of coffee and quantities of other ingredients.

What's happening? The Lombardi family is gathering and John, who was an operator of gas plant equipment in GE's Pittsfield Works before he retired, is the host. It's a part he plays a number of Sundays every year.

John Lombardi retired with 41 years of service and a family that appears to like GE as much as he does. Lombardi's father worked for the old Stanley Works, the forerunner of the GE Pittsfield plant. John has two brothers now working for Pittsfield GE and looking forward to retirement. His son and two sons-in-law are young GE employees. One daughter is a former GE employee. John's wife, Dora, worked for the company for awhile before she and John were married. Dora's father worked for GE, and her brother and sister are both GE pensioners.

Sunday brunch at John Lombardi's is a GE gathering almost as much as it is a Lombardi family gathering.

"Our life is centered around the family," says Dora Lombardi. "And with the combination of John's pension, our Social Security benefits, and our savings plan benefits, we're comfortable in retirement."

During the depression of the 30's John Lombardi worked at five jobs in order to make a living. Then, one day in 1936, he landed a job at Pittsfield GE and was ecstatic. "The very first week he went to work for General Electric, I had the feeling that everything was going to be OK," says Dora Lombardi. Now, more than 40 years later, she and John are convinced it all worked out that way.

The fact that John Lombardi's name is the 70,000th on the active roll of those receiving pension benefits indicates that the GE pensioner family has been growing. The figures show the growth even

more vividly.

In 1949 there were only 10,000 on the active pension roll. It took nearly 10 years — until 1958 — to reach 20,000. In seven more years — 1965 — the roll swelled to 30,000. Five years later — in 1970 — the roll had climbed to 40,000. Three more years, and the roll passed the 50,000 mark. By 1976 — in less than three years time — it has grown another 10,000 to the 60,000 mark. Now, in just two years, the roll has climbed another 10,000 and is beyond the 70,000 mark.

Why the faster growth? There are the large numbers of employees who joined the company during and soon after World War II; there's the greater use of the survivorship option which makes it possible to elect to have a spouse receive benefits if the retiree dies; and there's the greater use of new early retirement provisions of the Pension Plan. Considering these factors, a pension roll of 100,000 is not many years away.

(Watch the GE NEWS to find out about Fort Wayne's own "70,000th pensioner contestant")



70,000th ON LIST — John Lombardi and wife Dora work in family garden. When he retired just before summer began Lombardi's name pushed GE's active pension roll to the new milestone.

General Electric News

GE FORT WAYNE, INDIANA

SEPTEMBER 8, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 29

Future of business, Fort Wayne GE jobs at stake

There were some labor problems here two weeks ago. On Monday and Tuesday about 45 people were involved in a wildcat strike. By Wednesday, over a thousand people were participating in the work stoppage. It seemed that attention shifted from the primary issue(s) that prompted the strike to whether or not it was a breach of the GE-IUE National Agreement. Finally, by Friday things began to return to normal.

The purpose of this editorial is not to place blame. After all, although there may not be precise balance, parties perceive good points on both sides of an issue. Instead, the purpose here is to consider the impact of the action and to try to provide some perspective in the hope that future incidents can be eliminated or held to an absolute minimum.

First let's look at the impact on employees. Certainly during strikes there is stress for all employees—regardless of pay classification. Should I go to work? Should I cross the picket line? What's an informational picket? Will I be sent home? Will I have to send people home because of a lack of parts or imbalance in the production process? What should I say

when customers call? etc.

Beyond the uncertainty, there is lost time and income for people. Over 32,000 hours of work were lost between August 21 and 24. This includes strike and lack of work time and translates into approximately \$225,000 in wages.

From an employee, company, and community point of view, the impact of the strike is dramatic. Product not produced over two days is valued in excess of a million dollars. Shipments to customers are curtailed — perhaps they are never made. At the very least, customers get nervous, because GE carries their inventories. If GE doesn't supply them, they may have to shut down. The very thought of this may cause customers to secure other vendors to assure their supply. In effect, business that GE held — perhaps as a 100 percent supplier may then be shared among more vendors. Indeed, failure to supply a customer's needs could also prompt him to completely terminate his relationship with GE.

If the sad story outlined above were to persist, it would mean less business and less income for GE and GE employees. In effect, employees, the company,

and the community would all lose. This happens when organizations cannot compete in terms of price, quality and delivery.

Who profits in this kind of a situation? Companies like Emerson — with plants in low-cost southern communities where people are paid up to 30 percent less than GE employees in Fort Wayne.

It is possible that two parties will face an issue over which there are differences that seemingly cannot be resolved. At that time there are legal, contractual avenues to take — the grievance procedure, arbitration and ultimately withholding one's labor. The point is that the ultimate choice should be used for only the most important of issues when all other means have been absolutely exhausted. As those means are being explored, every person — whether assembler, union official, foreman or management representative has the responsibility to try to resolve problems in a positive, mutually beneficial way.

The future of the business in Fort Wayne and GE jobs are at stake. The future doesn't just happen. It is being designed now by Fort Wayne GE factory, clerical and management employees.

NEWS NOTES

GPM wins space heater sales breakthrough

After a year and a half of concerted effort by General Purpose Motor marketing and engineering personnel, GPM has secured an order for 25,000 motors from Ato-Master Koehring, a Kentucky firm which had been supplied by a major GPM competitor.

"This is a classic example of teamwork and persistence by a product department and the field sales force," commented Dick Schwartz, manager of marketing planning and administration.

The Broadway AC motors are used by Ato-Master in the "salamander" heaters they sell for shop, job site, industry and farm space-heating.

The order means over \$400,000 in new sales. It is for one model only. However, Ralph Morrison, manager-air moving and hermetic sales, said GPM hopes to eventually provide four different models to Ato-Master Koehring.

Bowl for fun

It's not too late to begin an invigorating season of bowling and fellowship with your fellow co-workers. Call Ext. 2042 to join one of the many leagues now forming at the GE Club lanes.

INSIDE:

Area's 70,000th pensioner
See Page 3

Local GE plants in national study of costs connected with government regulations

General Electric is participating in a project called the Cost of Regulations Study (CORS) to find out how much certain federal regulations are costing industry and thus may be adding to problems such as inflation and unemployment. The project is being conducted nationwide by the Business Roundtable, an association of business executives of major U.S. companies.

Lloyd Stubbins, Specialty Motor Department, and Don Mohrman, Appliance Components Support Operation, are this Division coordinators. They said that in the past few months local GE people have been checking plant cost records and obtaining information to be included in the companywide survey.

"A company's costs are important to its employees," Stubbins said, "because a rise in costs usually results in a higher selling price on the products turned out by employees. Higher selling

prices, in turn, reduce a company's chances of beating out a competitor for a customer's order. This is especially important when the customer doesn't see more value in the higher-priced product — which is often the case when the higher costs have resulted from government regulations."

EFFECTS ON JOBS

"The overall purpose of CORS," explained Mohrman, "is to provide Congress and the government's regulatory agencies with a base of knowledge about the effect of present regulations on the nation's economy. General Electric is one of 50 companies involved in the project."

In recent months there has been considerable public discussion about the need for changes in the laws regarding government regulations on business. Many feel that too-fast growth in regulations has added to inflation, hurt the ability of U.S. companies

to compete in world markets, and reduced the amount of money companies could invest in job-producing plants and equipment.

In particular, the study will be adding up the incremental business costs incurred as a result of the company's following the regulations of the Environmental Protection Agency, the Equal Employment Opportunity Commission, the Employment Retirement

Income Security Act, the Department of Energy, the Federal Trade Commission, and the Occupational Safety and Health Administration.

Some of the projects included in the local tabulations are: water treatment facilities at Taylor Street, the noise abatement program for punch presses, and monitoring systems for air and

Please turn to Page 3

Up With People in town to celebrate centennial

Today is the last day to get tickets for Fort Wayne's big Up With People Show celebrating the company's centennial.

The distribution of tickets has been at a brisk pace.

According to Cynthia Pollock, ticket chairman, the Friday and Saturday night performances are nearly "sold out" and there are less than 200 available for Sunday.

All those attending the performances must request the tickets for admittance to the Foellinger Outdoor Theatre from contact persons in their area. Tickets

are free to all employees and members of their family.

Doors to the theatre will open at 7 p.m. Friday, Saturday and Sunday nights. Between then and the 8 p.m. start of the show, those gathered at the theatre will enjoy calliope music, free refreshments and GE ushers dressed in costumes of the 1890's. All seats in the theatre are first come, first serve.

Ticket contacts are: Sandra Blackmon, CSD, 18-5; Jan Ventruella, STBD, 31-2; Sally Eubank, Hermetic Motor Operation, Please turn to Page 2



LEADING the Employee Community Service Fund campaign at GE for the United Way agencies this year are: (front) Steering Committee members Steve Campbell, representing Lodge 70 for Bob Bryan; Bill McShoin, company representative; Frank Boersema, Local 901; (back) Department Chairmen: Sandra Blackmon, CSD; Claude Sporks, HMO; Tom Cook, GPM; Taylor St.; Tom Carneil, ACSO; Gerri Pock, STBD and Jerry Riano, SMD.

In other GE plants, too

Job outlook depends on competitive success

Jobs are up, jobs are down. It depends where you look in GE and how well a particular GE business can face up to tough competition in winning sales orders. Here are three examples:

- The Aircraft Engine Group in Lynn faces stiff competition from Pratt and Whitney as well as from overseas rivals such as Britain's Rolls Royce. But AEG has been doing some winning with their CF6 engine. "Since the first of last year, increased CF6 sales created jobs for at least 50 people in our Everett, Mass., plant," says Joe DiTrapano, manager of component manufacturing in Lynn's plant II. "In Lynn, where we make liners for the engine, we've added another 50 jobs." DiTrapano went on to explain that selling more engines generated a demand for spare parts that is expected to create jobs for another 25 to 30 people at AEG within the next several months.

- The story's different in Pittsfield's Large Transformer Business Division. It faces strong competition from Westinghouse and McGraw Edison in a market that has had few orders available since the onset of the energy crunch in the early '70s. Since '74, GE Pittsfield has lost more than 2,000 jobs due in large part to this sluggish market. Several small competitors have had it worse. They were forced out of the business. But GE people in Pittsfield hope to move forward again soon. By controlling costs, improving efficiency through modernization of facilities, consolidating operations, and upgrading equipment, GE Vice President Bruce Roberts, Pittsfield area executive, anticipates that Large Transformer will be in good shape to face the competition and win orders in the anticipated market upswing in the mid-1980s.

- Armament Systems Department in Burlington, Vt., just finished head-to-head competition with Emerson Electric for the contract to build the bulkloader for the new F-16 lightweight fighter. Projections call for up to 2000 F-16's to be built for the U.S. Air Force and America's NATO allies. Ken Wolvington, Burlington's marketing manager, reports the win on this contract provides the GE Burlington plant with a new business opportunity and additional job security.

So across the company, the job picture varies — some places are up, some are down. It depends on how well we're meeting the competition. And to a great degree, that depends on each of us and how well we do our jobs.

Monte Carlo night tickets on sale

Elex Club members and their guests will be celebrating the GE 100th anniversary September 30 during a special Monte Carlo Night. The party is from 8 p.m. to midnight at the Lochness Inn Party Hall, 3321 Elmhurst Drive. Ticket reservations must be received by Elex contact girls by September 18. No tickets sold at the door. Ticket price of \$6 includes refreshments, games, auction, etc.



WINNING a runnerup trophy during the state "Class A" Industrial Softball Tournament in Evansville recently was a GE-sponsored team, Warhorse. Front row—Mike Hale, Don McMaken, Al Meyer, Bruce Meyer (batboy); standing—Cody Falk, Frank Dunfee, Dennis McMaken, Steve Hasler, Gary Greulich, Dan West, Les Fagle, Mike McMaken, Dave Bortan, Bob Meek and Larry Phillips. The GE Club, Broadway Grill and employees helped sponsor the team in the tourney this year. During regular season play, Warhorse was undefeated in the Fort Wayne district, with victories over the Gary Bushags, Delca Remy, Indiana Glass and American Can.

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DECORATED with banners to celebrate the city's centennial, this is the view across Broadway Street as it appeared in 1895. Note the streetcar and old billboards in foreground. Send your historic photos to the **GE NEWS** to help celebrate the 100th anniversary of the company. Please include identification of the photo if possible. All photos returned to sender after publication. Share your history (at least 25 year old materials preferred) with all Fort Wayne employees by mailing to: **GE NEWS, 18-3, 1635 Broadway, Fort Wayne, IN 46804.**

End of season bargains may offer best air conditioner deals

Now's a good time to buy an air conditioner. With more than half the summer gone, many dealers are wanting to clear out their stock. And there are probably a few hot, sticky days ahead.

The trick to buying a room air conditioner is knowing the right size to buy. Making the right purchase decision could result in lower initial cost, lower operating costs and greater comfort than if you chose the wrong size unit.

General Electric has a few "end of season" tips on smart room air conditioner buying.

- If you're replacing an existing unit, look for a new one 10 percent to 15 percent smaller in capacity than the one you're replacing, unless you're sure the existing unit was grossly over or undersized.

- If you're buying an air conditioner for the first time and don't know what size to get, take the following information to a knowledgeable dealer and let him know that you're aware of the advantages of slightly undersizing the unit.

— First, how large is the area to be cooled? Is it well insulated?

How many windows are there? Are they weatherstripped?

- If you use a sizing chart, consider the chart's capacity recommendation as a maximum. Again, you can probably follow the 10 percent to 15 percent smaller guideline and still feel reasonably secure that the unit will be able to cool the area sufficiently under all but the most extreme

conditions.

- If it's a bedroom, will it be cooled only at night? If so, you can cut your cooling requirements substantially.

With these guidelines in mind, you should be able to find a room air conditioner that's right for you. But when in doubt as to size, remember that smaller is usually better.

GOLF CORNER by Roy Brokaw

Four leagues wrap up final play of year

MEN'S GOLF LEAGUE LOW SCORES: Lyle Johns 37, Mel Guillaume 37, Carl Howard 38, Pete Gorrell 39.

BIRDIES: Mel Guillaume (3), Lyle Johns (2), Larry Lock, Kerry Doepke, Dick Mills, Pete Gorrell, John Fisher, Ben Merriweather, Steve Bradtmueller.

SANDBAGGER OF THE WEEK: Bill Nickerson 47, (10 strokes under his average).

PUTTER OF THE WEEK: Glen Cole and Mike Lipp, both had 13 putts.

HIGHLIGHTS AROUND THE LEAGUE: Four leagues completed final play last week. In the Wednesday-Brookwood League (AMDO), their first place winning team is Team No. 3, captained by Pete Gorrell. Their players, including alternates, who are eligible for the playoffs are: Mike Hadley, Lloyd Grider, Harold Lehman, Elmer Ueber, Pat Hadley, and Gorrell.

In the Wednesday-Brookwood League (GPM-Winter Street), their first place winning team is Team No. 3, captained by Don Morris. Their players, including alternates, are: Dick Mills, John Fisher, Stu Fisher, Milt Allmandinger, Randy Hawthorne, and Morris.

In the Thursday-Foster Park League (Taylor Street), their first place winning teams are Bud Steinbacher and Tom Jones in the North Division, and Glen Cole and Jerry Buckland in the South Division. The above four players will go to the playoff, plus alternates Mike Lepper, Milt Marks, and Bud Snyder.

In the Thursday-Foster Park League (Taylor Street-Owl), their first place winning teams are Bill Sutton and Don Vires in Division I, and Norm Pape and Ralph Hill in Division II. The above four players will go to the playoff, plus alternates Luther Putman, Bill Wright, Roger McFadden and Kenny Gingrich.

There will be no golf column published next week, Friday, September 15, because we have a gap in our golf schedule in which only one league is reporting. The final golf column of the season will be published the following week on Friday, September 22, and will include the results of the Monday-Brookwood and the Monday-Colonial Oaks Leagues.

DID YOU KNOW: The oldest golfer ever to shoot his age or better was Arthur Thompson, Victoria, B.C., Canada, when he shot 97 at the age of 100, on the 6,215 yard Uplands Golf Course, Victoria, in 1959. Golly, you're lucky to be alive and walking at that age, let alone shoot 97!

In Memory

LOUIS HESSE, 2610 Raymond Street, Fort Wayne, died June 13. He was a punch press operator at Taylor Street when he retired in 1955.

A. DALE SPIETH, 209 Barnhart Street, Monroeville, died June 13. He retired in 1972 from Taylor Street where he was a dispatcher.

OTTO GEIGER, 2030 Pleasant Avenue, Fort Wayne, died June 26. He retired from Building 4-4 in 1964.

HELEN SIBLE, 515 N. Mulberry Street, Churubusco, died June 26. She retired in 1961 from GPM.

CHARLES FRANCIES, Byron Health Center, Fort Wayne, died June 27. He retired in 1950 from Building 17-3.

HERMAN ROSENHAHN, 720 Davis, Fort Wayne, died June 29. He retired from Building 20-1 as a blacksmith in 1951.

General Electric News

GE FORT WAYNE, INDIANA

SEPTEMBER 15, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 30



SEE INSIDE

William Ehner named new ACSO manager

William J. Ehner has been named manager of the Appliance Components Support Operation. The announcement was made by George Farnsworth, vice president and general manager of the Appliance Components Business Division. Currently manager of advanced manufacturing technology and analysis for the Major Appliance Group's Advanced Manufacturing Operation in Louisville, Ehner will be assuming his position here October 2.

He replaces Pat Coyle, who was appointed program manager - systems planning and design for Corporate Production and Operating Services in Bridgeport, Connecticut.

Ehner held drafting, design and design engineering positions with the Brooklyn Navy yard, GE Air Conditioning Department and Sperry Gyroscope early in his career. In 1961 he was hired as a senior design engineer at ACBD's Appliance Control Department.

In 1965, he transferred to Major Appliance in Louisville, where he held a number of engineering and

manufacturing positions, including: advanced and design engineering manager (Dryer Department); engineering manager (Home Laundry Components and Support Business Section); manager of advanced engineering programs and facility development (Home Laundry Products Division); and manager of the pooled manufacturing operation until appointed to his current position in 1976.



WILLIAM EHNER

NEWS NOTES

QC Outing tomorrow

The annual Quarter Century Outing will begin tomorrow, Saturday September 15, at 9:30 a.m. in the lower level hall of the Memorial Coliseum.

In addition to a morning snack, lunch beginning at 11:30 a.m. and music by "Joe Taylor and the Redbirds," there will be an address by Appliance Components Business Division Vice President George Farnsworth.

Bowling leagues open

Openings for teams (consisting of five people) and individual players are still available in certain GE Club bowling leagues. The league title and bowling times still open for more players are: Monday High Nooners Ladies League, 12 noon; Thursday Night Men's Apparatus League, 6 p.m.; Friday Morning Ladies League, 10:30 a.m.; Friday Night Mens' League and Friday Night Ladies League, both bowl at 6 p.m.; and Sunday Sandbagger Mixed League, 1:30 p.m. Call the club, Ext. 2042, today to sign up.

'Centennial Spirit' kicks off ECSF drive

"Centennial Spirit" has been chosen as the theme to spearhead this year's annual Employees Community Service Fund (ECSF) campaign at General Electric.

The once-a-year solicitation drive supports the 26-member agencies of the United Way, providing an efficient, effective and compassionate system of human services.

The drive at GE begins this week and continues to October 6. It is coordinated with the annual fund raising in the community, which last year had pledges of over \$3 million—including a \$290,000 pledge by GE employees and the company.

This year's ECSF drive will involve a number of employees volunteering their time and talents in an all out effort to meet the \$3.5 million goal approved by the United Way Board of Directors. (That goal was determined after careful planning and research concluded that amount was required to meet the community's most serious social help needs next year.)

GE people began their involvement last week during organizational meetings and solicitor training sessions. In the weeks ahead the campaign will be picking up momentum as employees begin visiting UW agencies on annual GE bus tours.

During the tours, which are being organized on a department by department basis, employees will get the opportunity to meet

some of the people who are served by United Way agencies—about 139,000 or more people were served in Allen County last year, including 842 GE employees.

To meet the needs of the people who are expected to receive UW services next year, GE non-contributors are being asked to consider a level of contribution equal to the employee average pledge last year of 80 cents per week. Current contributors are asked to add about 20 cents per week to their pledge to help the people served by UW agencies. "That's only the equivalent of about one 20 cent cup of coffee per week," said Steering Committee Chairman Bill McShain, "so I'm confident we will be able to meet our goal."

As Fort Wayne GE people are making their pledges and getting involved in the UW campaign, so are GEers elsewhere. In a comparison to 25 other major GE locations last year, Fort Wayne GE ranks 15th based on our \$40.01 per employee pledge. This is below the company median of \$40.53 and well below Cleveland's top performance of \$140 per employee each year.

In Owensboro, Kentucky, for example, the employee average is \$46.70 for the makers of GE tubes for TV's and radios. Another location where the employee average has reached \$45.70 is Providence, Rhode Island GE, where wire devices are manufactured.

"While contributing itself is not competitive between locations, we do compare ourselves with other firms, like International Harvester," McShain continued. "Harvester was the only company to exceed the GE pledge last year—and they have approximately 4500 more em-

ployees than GE here."

"Regardless of the comparisons, having an interest in helping others has always been GE's primary motivation—that's what the 'Centennial Spirit' campaign will emphasize again this year," concluded the drive chairman.



"One 20¢ cup of coffee a week may perk up someone's life." (20 CENT INCREASE PER WEEK REQUESTED OF CURRENT CONTRIBUTORS)

"It's a good habit to help others—start one today." (NON-CONTRIBUTORS URGED TO CONSIDER THE AVERAGE PLEDGE, JUST 80 CENTS PER WEEK.)

GE hosts birthday bash

Show brings big crowds to their feet

Centennial celebrators began lining up two hours before showtime and gave standing ovations last weekend when the Up With People show marked General Electric's 100th anniversary.

The crowd, estimated to have exceeded 8,000, was entertained by a 32-member Up With People cast, a one-man historical rendition of "the oldest living Fort Wayne GE employee" and a special multimedia presentation.

In traditional Up With People style, the cast involved the employee audiences in the show—had them swaying in their seats in time with the music, dancing up the aisles and rising to their feet at the end of the performance.

Loud approval also greeted "A Hundred Years of Progress for People," a song written especially for GE audiences this year to commemorate the centennial. It is

enhanced with spirited choreography, dance steps also designed especially for GE audiences all over the nation who are seeing three separate UWP casts perform in many major GE locations during September and October.

The youthful cast contrasted sharply with Thaddeus B. Herringbone, "the oldest living Fort Wayne GE employee," as he rocked the Foellinger Theatre goers with humorous dialogue recounting memorable moments in local GE progress and development. Herringbone, played by Civic actor Don Hoylman, etched a portrait of Fort Wayne Works achievements that began in 1881, when James Jenney established the Fort Wayne Electric Light Company.

The multimedia segment of the show consisted of a complete historical review of General Electric's beginnings presenting the close relationship between GE and the needs

of society worldwide. Of particular appeal to the Fort Wayne audiences was the impressive beginning of the segment as lighted curtains parted to reveal the GE monogram, which drew a spontaneous applause from the Sunday night viewers.



LARGE GE CROWD



MONTHS OF PLANNING behind the scenes by GE employees serving on the Up With People Committee made the weekend a smooth-running event. Co-chairman Fred Warner goes over some details with Tom Corneil, security and parking; Jim Brenock, logistics; Lloyd Stubbins, finance and budget; Chuck Millick, co-chairman; George Dykhuizen, publicity; Dick Schwartz, displays; Rod Everhart, local program; Dottie Askren, program administrator; Ellen Durnell, cost accommodations; Bill Elrick, group activities; Verdoyne Pornin, ushers; Bob Redding, publicity; and Ed O'Hara, advisor. Not shown is Mike Mangon, IUE Local 901 representative who assisted with logistics planning.



LA BAMBA, a Mexican wedding dance, entertained the crowd as the dancers "tied the knot" with their feet and kept time with the music.



LINKED arm in arm, many GEers found out into the audience during the rousing



Cast, host families enjoy special experiences

"Very sad she left," was the way Marilyn Hardy summed up the four days last weekend when the Hardy family hosted Deb Evans, one of the Up With People cast members who stayed with GE people during their recent visit to Fort Wayne.

There are a lot of reasons Mrs. Hardy said she was sad to see Deb leave, in spite of the fact she has four daughters of her own ranging from age 3 to 17 at home.

"Even though there was so much scheduled in the weekend, we felt like parents to Deb, got close when she was at home with us and she even came up to me at the end and kissed me goodbye," said Marilyn, wife of Ev Hardy, manager-transportation administration.

"Everyone in our family is interested in music in some way...and at one time we had Deb, the piano player who arranges and composes songs for the cast, and another staff member over...Of course the kids really enjoyed listening to records and being with people like that for a change."

Asked what insights the Hardy's got from living with Deb for the weekend, Marilyn said one of the things she learned was how efficient Deb was in everything she did, and how difficult it seemed for anyone to be accepted for an Up With People cast. "They pay a tuition for the year they are with Up With People and have a rigorous schedule. Each cast member also has a partner in the cast—someone they can talk to when they get down or depressed."

OVATIONS APPRECIATED

Marilyn said Deb mentioned how pleased the cast was with the way they were treated in Fort Wayne, from the standing ovations at the performances to the food and organization of activities.

Gary Wells, a cast member from Seattle who was also interviewed by the GE NEWS, said they are able to put a lot more into the performances for GE because they understand the significance of the centennial for the company. "Audience response in Fort Wayne was better than some of the others, too," he added.

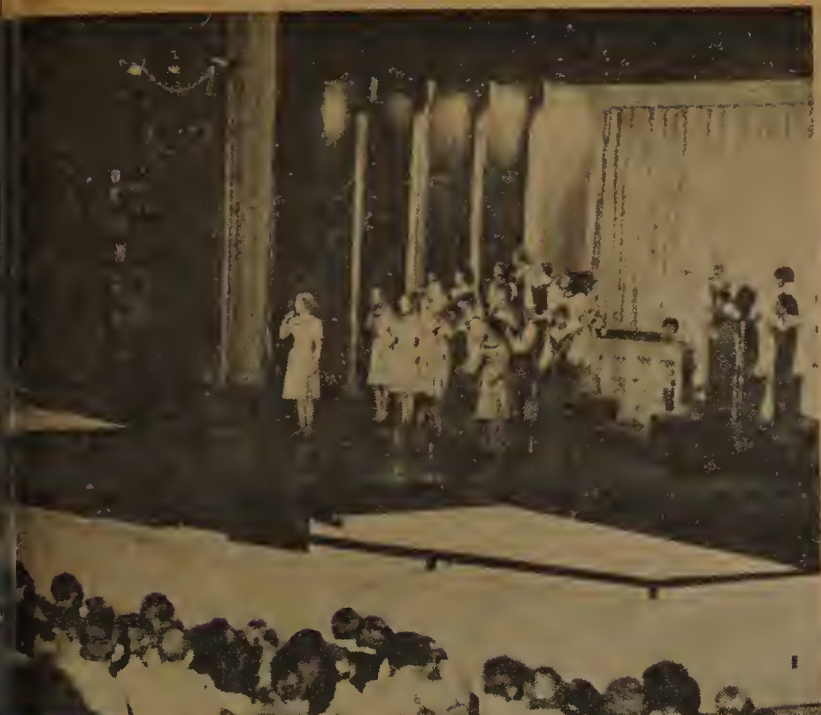


STEP BY STEP, the GE NEWS in this series of pictures followed cost member Deb Evans during her homestay with the Ev Hardy family. (left) Ev helps with baggage (center) Diane, 17; Brenda, 8; Lindo, 10, Deb and Janet Hardy, 3.

(right) Ev, his wife Marilyn and Deb as they anxiously await some delicious open pit cooking.



SEATS filled up quickly before each show. Here Sam Cheek, STBD, and Roger Carpenter, STBD, and kids get ready for the show.



People cast during the three weekend performances.



When performers went



The impressive histori-entation from behind during each show. The "ress" panorama repre- me the company had her together such a GE.



THADDEUS B. HERRINGBONE, the "oldest living Fort Wayne GE employee" at age 122 was carried off the stage in the finale of his humorous one man historical review of local events.



EACH NIGHT uniformed officers helped people get to and from the parking areas, ushers passed out free GE-100 commemorative frisbees to the audience, and many enjoyed a collopie and free refreshments as they lined up at the theatre entrances.



ONE OF THE OLDEST pensioners in Fort Wayne who attended the Sunday night performance was William Kellermeyer, who had 50 years service before retiring. Kellermeyer, 85, was recognized from the stage for being at the performance and went backstage to meet Don Hoylman, who played the "oldest" in the show.



CAST members met the audience after the show.



AN EXHIBIT done by Joe Horvath was on display for the crowd to enjoy before the show began. Joe's logos, consisting of painstakingly detailed hand-made metal roses, have been on the cover of "Monogram" and will be shown at other centennial events this year.

Albums, posters, songbooks available through Employee Store

Because of requests by the audience after the show, Up With People albums, songbooks and posters are being made available through the Employee Store.

The album, for \$6, is Up With People's latest release and features many of the songs included in the program in Fort Wayne last weekend. The poster, a large sized full-color photo taken when the troupe was touring New Orleans earlier this year, includes many of the performers in the GE show here. It is priced at \$1.50.

Those interested in these items or a UWP songbook should fill out the coupon below. Those ordering will be notified through the GE NEWS when the items are ready for pickup at the store.

UP WITH PEOPLE ORDER FORM

Please order _____ albums (\$6 each) _____ posters (\$1.50 each) and _____ songbooks (\$4 each) for me. Total Enclosed _____

(MAKE CHECKS PAYABLE TO GENERAL ELECTRIC)

Name _____

Address _____

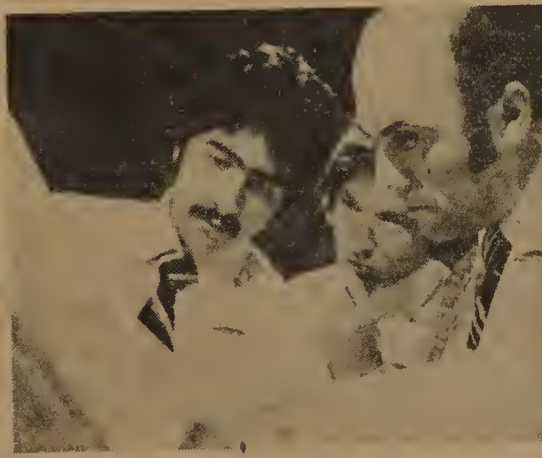
Phone _____ Ext. _____ Shift _____

(GOOD ONLY UNTIL OCT. 6)

Mail To: Helen Deahl, Employee Store
1030 Swinney Ave.
Fort Wayne, IN 46804



DURING THEIR VISIT members of the cast went to the historic fort for a tour.



HELPING some of the guests locate shopping centers and golf courses on a map is Chuck Millick, committee co-chairman.



the park was just one of the many activities for the cast during their Fort Wayne

PART of the cast's stay in Fort Wayne included a plant tour at Taylor Street during SMD's open house last Saturday.

General Electric News



FORT WAYNE, INDIANA

SEPTEMBER 22, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 31

Farnsworth calls for special effort to meet challenges of year ahead

During the Quarter Century Club outing last week, Vice President of the Appliance Components Business Division George Farnsworth warned of a tough and challenging year ahead for local businesses.

The prediction, as about 1400 GE people listened, was based on a forecasted decrease in housing construction, a key element for local businesses.

The text of Mr. Farnsworth's speech follows:

"Thank you for your very generous welcome.

As a newcomer to Fort Wayne, this meeting of the Quarter Century Club is especially nice because it gives me a chance to get acquainted.

I'm delighted to be a part of this fine club. Although I am new to this chapter, this is my fifth year of membership in the General Electric Quarter Century Club — not a long time by some of your standards, but long enough

to appreciate the traditions and value of such an organization.

And speaking of traditions, the WORKS NEWS of 1928 — 50 years ago — told of plans of the Quarter Century Club's annual outing. At that time there were 144 members. That is only 10 percent of the size of today's organization.

This year's meeting is especially notable because, as you all know, the General Electric Company is celebrating its 100th anniversary this year, and we are recognizing that proud accomplishment with traveling shows, specials on television and departmental programs.

LAUDS DEDICATION

Fort Wayne has been a part of GE history almost from the beginning. Here in this room are people who have lived through much of it and made it a success. Nowhere in any location in the world can you find assembled the talent and experience in the motor and transformer businesses that we have here. Your knowledge, your lore, your dedication to this business is unmatched inside General Electric or outside, and that is the real reason that the businesses have expanded and prospered over the years.

As we launch into our second century, it is pleasant to look back and compliment ourselves and our predecessors on what has been accomplished. But as you know, it is the future that is important, because the General Electric Company is no "Fly By Night" outfit. One hundred years is just a beginning, and our job is to not only see that our company is successful today, but that it continues to be a strong, growing company providing good jobs at fair pay, products and services at fair prices, and adequate return to our shareowners in the future.

ECONOMY SHOWS WEAKNESS

We are coming to the close of a very good year—one that has



QUARTER CENTURY AUDIENCES were recently addressed by George Farnsworth, vice president of the Appliance Components Business Division, during their annual outing. (More picture coverage of the outing to appear in next week's **GE NEWS**.)

seen employment rise so far by more than 5 percent — but looking ahead to 1979, clouds appear in the crystal ball. The economy is beginning to show some weaknesses. Inflation will continue to be a serious problem for industry and consumer...and without a spending restraint by government, it will get worse.

Consumer confidence is low, although we are still buying at almost record levels, reflecting increasing disposable income. However, housing — a key element for our business — is going to be down next year, as will appliance sales, indicating that 1979 will be a tough and challenging

year for all of us. It will call for every bit of ingenuity and talent that we possess. However, from your fine performance in the past, I know that you will rise to this challenge and make 1979 another successful year for Fort Wayne General Electric and its employees, despite the problems facing us.

But for today, let's forget the uncertain future. Today should be devoted to friendship, to renewing old acquaintances and making new friends...and I'm not about to slow down that process by a long speech.

Thank you for such a warm welcome, and have a good time!"

FRIENDSHIP LODGE No. 70

INTERNATIONAL ASSOCIATION OF MACHINISTS
& AEROSPACE WORKERS
FORT WAYNE, INDIANA

Dear Brothers and Sisters,

I'd like to share a few thoughts with you about United Way and the annual Employee's Community Service Fund drive.

It seems to me that the more you know about how UW works, the more you believe in it. I say this because of several personal experiences I've had in the past year as a director for the Anthony Wayne Rehabilitation Center and as one of several Lodge 70 members who took a Union counselor class at the Foellinger Center. In addition to visiting some of the UW agencies as part of our classwork, we spent 2 1/2 hours during each class session learning about the various services UW agencies offer. One night the Wayne Township Trustee spoke to the group. It impressed me when the trustee compared the cost of running the state and local government with the cost of running United Way, because only 3 1/2 cents of every dollar raised for UW last year was used for administrative costs. I know we all wish our tax dollars had that kind of return to the community!

Another thing about United Way services I'd like to mention is that 842 GENERAL ELECTRIC EMPLOYEES received services last year. Sometimes we don't realize that that many people right here have benefitted directly from UW because the kind of help people usually get from UW is not the kind people usually want to broadcast about—even though we know they shouldn't feel that way. As a matter of fact, though, I know of a family whose head of the house works here in Section 15 that got help from the Salvation Army and the Red Cross during the big floods last year. The washer, furniture and clothes they received from those UW agencies helped them get back on their feet again after the floodwater had ruined many things in their house. I have a feeling there are at least 841 other stories like that at GE that very few of us know about.

I've gone on about UW long enough for now. But I would like to say one more thing. As you think about a United Way contribution this year, may I suggest you give serious consideration to a weekly withholding of a percentage of your weekly pay spread over the whole year. If we all make pledges on this continuous basis, it goes a long way to protect against the inflation that has hit the agencies during the past few years. If you are already giving, it might be a good idea to consider about a 20 cent increase this year to help UW out a little more if you can.

Please accept my sincere thanks, speaking for UW, for all your cooperation during the solicitation drives at GE in the years past, too.

Sincerely,

Bob
Bryan

Lodge 70
ECSF campaign Steering
Committee



INSIDE:

Potential impact of work stoppages on Fort Wayne
GE — See Page 2



UNITED AND DETERMINED to meet their goals during General Electric's Employee Community Service Fund drive for the United Way are these participants in a solicitor training session of Specialty Transformer Business Department.

Sounding Board questions get answers:

Work stoppages, competition put added pressure on GE businesses



Sounding boards are held throughout the year with small groups of employees to obtain their views, suggestions and criticisms about GE communication programs. During a recent session, several people expressed the view that work stoppages have no impact on jobs in Fort Wayne. We took this information to Dick Kirk, manager of sales planning for the Components Sales Department, and asked him to comment.

Q: Dick, do our competitors know when there is a work stoppage here?

A: In most cases, yes, particularly when news of a work stoppage hits the papers. Major competitors most likely subscribe to local publications just to keep an eye on what's going on with GE in the community. And, even if they don't, our customers tell them if there is risk that they won't receive shipments from us.

Q: So they know! Do they do anything?

A: Yes, when walkouts occur there is an immediate opportunity for competitors to pick up some additional business from our customers. Competitors try to take advantage of this situation. However, the real value for competitors (and loss for us) is that they use this opportunity to gain a foothold to share in the customer's business over the long term. When this happens, we simply get fewer orders from these customers because they are giving additional business to existing approved suppliers (our competitors) or adding other suppliers to their approved list.

Remember this, our competitors produce a good product. Since most major competitors are located in low-cost communities, their labor costs are lower than ours—as much as 30 percent lower. So, they have a good pro-

duct to offer — and, at an attractive price. When we can't deliver, or our customers even worry we won't be able to, what do you think happens?

Q: Sounds like a self-destructive course. Yet, I don't get the impression that our sales are doing that badly.

A: When business is good in our industry and customers are having a tough time getting all of the motors and transformers they need, a missed or late delivery may be tolerated. However, when "the bottom falls out of the market" as it did in 1975 or when a business downturn such as the one being forecasted for the 1979-80 period occurs, customers become much more selective about which companies they will deal with. A company perceived as an unreliable supplier will really get hurt then.

Q: Well, don't we take advantage of competitors when they are not able to deliver?

A: Our competitors have not experienced many work stoppages. Therefore, opportunities for us to make gains in this regard are limited.

Q: What's the answer?



ELEX CONVENTIONERS boarded a bus for their recent conference in Chicago. Getting that last piece of luggage carefully stowed away are Alberta Malcolm, second vice president; Lorine Peters, advisor; Vicky Houser, first vice president; Glorio Smith, assistant treasurer; and Judy Schrock, president.



GPM SOUNDING BOARD PARTICIPANTS
MARILYN BYRD, DELORES AUGUST, FRANCES BROWN

'Does a work stoppage affect jobs?'

A: In the interest of future growth and jobs, everyone—including me, other exempt, non-exempt salaried and hourly employees — must find ways to successfully use the mechanisms in place to solve the differences rather than adopt adversary roles which lead to work stoppages. I know that sounds like "motherhood and apple pie" stuff, but if these concepts can be implemented, we'll be able to of-

fer good products at competitive prices and be perceived as a reliable supplier. This strengthens the business and helps the employment picture for all of us.

As I mentioned before, the business outlook for 1979-80 is questionable. Therefore, now is the time to establish (and/or) maintain a reputation as a reliable supplier. Our success in this regard will have a tremendous impact on our ability to get sales and protect jobs when times are tough. Some things we can't control, but in many respects the future doesn't just occur — we make it happen.

Building 12 reunion set

The third annual Building 12 reunion for all former employees and their guests will be at 7:30 p.m. October 28 at Shiloh Hall on Carroll Rd. Evening includes buffet dinner, round and square dancing to the music of the "Starlighters" — for \$5 per person with guests. Send checks to Carl Metker, 7320 Old Trail Rd., Fort Wayne, 46809, or Ruth Stucky, 928 West Dewald St., Fort Wayne, 46804.

Holiday on Ice to sponsor 'GE Night' with \$2 savings

Thursday, October 26, will be General Electric Night at Holiday on Ice and GE employees will have the opportunity to save \$2 per ticket by using the special discount coupon below.

The new edition of the popular ice extravaganza, starring the daredevil Dave Comb, new English skating champion, Angela Greenhow, and the Muppets from Sesame Street, will appear at the Memorial Coliseum October 24-29.

Regular prices are \$7, elevated rinkside and lower arena seats; \$6, upper arena sides, and \$5, upper arena end. GE discount prices are \$5, \$4 and \$3.

Tickets are on sale now via mail orders.

G.E. DISCOUNT COUPON FOR HOLIDAY ON ICE

Name _____

Address _____ City _____

State _____ Zip _____ Phone _____

THURSDAY, OCT. 26, PERFORMANCE
INDICATE NUMBER OF TICKETS:

_____ RINKSIDE AND LOWER ARENA (\$5 EACH)

_____ UPPER ARENA SIDE (\$4 EACH)

_____ UPPER ARENA END (\$3 EACH)

TOTAL ENCLOSED _____

(MAKE CHECKS PAYABLE TO COLISEUM TICKET OFFICE)

Mail orders should be sent to Holiday on Ice,
Box 5157, Fort Wayne, IN 46895, accompanied by a
stamped, self-addressed return envelope.

ELEX OCTOBER CALENDAR

2—Partizan Chapter Executive Board Meeting, 11:30 a.m., Lucky Steer Restaurant, 2012 Getz Road.

3—Elex Supper October 9th, reservations due (743-7431, ext. 3555)

4—Executive Board Meeting, 1 p.m., GE Club Trophy Room

6—Quintus Chapter Board Meeting, 9:30 a.m., 924 Forest Ave.

9—Elex Club Supper and Bob Sievers Travelogue. Supper served from 4:45 to 5:45 p.m. Tickets for Elex Members only \$3.65.

11—Pen-El Chapter Social Meeting, 11:30 a.m., Famous Fish of Stroh West Restaurant, Uncommon Shopping center.

12—Elex Club Luncheon reservations due (743-7431, ext. 3555)

13—Quintus Chapter Mystery Trip

17—Partizan Social Meeting, 12:30 p.m., Senior Citizen Center, 233 West Main St.

17—Executive Committee Board Meeting, 4:45 p.m., Bldg.

18-1 Conference Room

18—El-Par Social Meeting, 1 p.m., Al's Restaurant, 2519 Lower Huntington Rd.

19—Elex Club luncheon and white elephant bingo, 11:30 a.m., Shoaff Park, River Lodge Pavilion. Tickets for Elex Members only \$3.10

20—Quintus Social Meeting, 1 p.m., Concord Village Apart-

ments Social Room, 6701 South Anthony Blvd.

23—Honor-ettes Social Meeting, 1 p.m., Salem United Church of Christ, 2401 Lake Ave.

24—Elex Executive Board Meeting, 7:30 p.m., Bldg. 18-1 Conference Room

25—El-Par Board Meeting, 9:30 a.m., Richard's Restaurant, East Paulding Rd.

General Electric News

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100 Years of Progress for People



**TOM GOUTY AND HIS
HORSESHOE NAIL JEWELRY**

Crafts, volunteerism fill Gouty's active retirement

Tom Gouty seems to be a "natural" at how to get the most out of pension life.

Ever since his retirement in 1975 from the GE maintenance force with 39 years of service to his credit, Tom has been active in the Lakeside Elder Adult Project. "Active" is putting it mildly, according to Margaret Earl, director.

"If it hadn't been for Tom, we wouldn't have been able to open up our house and get started," said Margaret.

The house, which is now the center for many of the project's activities, was in need of some significant remodeling when it was bought in February 1976.

And that's where Tom Gouty's help began.

AMBITIOUS REMODELING

He put in new stairways so the house could be used by the public. If that and other remodeling, plumbing and wiring was not enough, he also installed a new furnace and ductwork. A wood-working shop was also set up in the garage, and plans are underway to install storm windows and doors this year.

Tom was originally going to just be involved in one of the project's programs, which supplies a home maintenance service sending retired people to houses owned by other retired people. "We had so much to do here to get our own house started, he's never

gotten out on a single job," said Margaret.

Over 4000 hours of labor, which Tom supervised and did about a quarter of himself, has been logged at the "Elder Artisans" house so far. Asked why he has volunteered so much time to the project, Tom said, "I've met a lot of interesting people here, made friends, and I guess you could say I've felt there was a need for what I do."

In addition to being supervisor of the woodworking shop, Tom teaches a class in horseshoe nail jewelry, is a student in auto mechanics in an adult continuing education program, and does volunteering for his church.

GE PROVIDES SECURITY

Asked how his career at GE ties in with all his retirement activities, Tom said the GE pension plan and social security gives him and his wife the financial security they need. "Each of us has our own transportation. We can travel in my van, which I bought with my savings program payout at retirement, and my wife has her own car to do the things she wants to do too."

(Those interested in learning more about the Lakeside Elder Adult Project, its craft house called "Elder Artisans" on Crescent Avenue, or registration for various activities and classes this fall, should call 422-4141.)

ALLEY CHAT By Connie Houser

Alleys have been in full swing for more than a week now, and already we have a star bowler rolling the first 600 of the season. The honor went to the Hermetic League when none other than Dave Uncapher stepped out with a grand 646 series. Dave started the year at his best with games of 242, and two 202s. Nice going.

The Hermetic League didn't stop there; with all systems go they captured high game of the week with Emmitt Smith's solid 246 game. Close behind was Gene Edwards of the GE Office League with a fine performance to net 244.

Other fine debuts were turned in by: Harold Somers, 228 and 220; Carl Brandt, 224; Morey Haines, and Dave Myers, 223s; Don Hoffman, and Jim King, 221s; Bob Keister, 216; George Finkbeiner, and Gil Baker, 211s; and Bill Sutton, 210.

The Tuesday Afternoon Ladies were excited to see Janie Fischer roll a super 549 series. Janie almost hit the first 200 of the season for the women with fantastic scores of 199 & 198. Come on Janie, we will be rooting for you next week. The Monday Nite Ladies are proud of their new secretary, Mary Weiks as she bagged a good 509 series including a nice 185. Another high score for the women went to Elsie Oliver of the Monday Morning Ladies when she rallied a 192. Good work.

ATTENTION ALL INTERESTED BOWLERS: The GE Club has many openings left for bowlers. **MEN:** Monday GE Office League; Hermetic on Tuesdays; Small Motor, Wednesdays; and Apparatus on Thursdays. **WOMEN:** Monday High Nooners; Tuesday Afternoon Ladies; and Friday Nite Ladies. **MIXED:** Couples needed Friday, Saturday and Sunday. Please call today for more information. Ext. 2042.

Men's volleyball organizes next week

Those interested in playing men's volleyball this season at GE can sign up by calling Connie Houser at Ext. 2042, or Denny Sherman, Ext. 3317. An organizational meeting

for captains of teams, and anyone interested in being captain of a team, will be held at 7 p.m. Wednesday, September 27 at the GE Club trophy room.

1978-79 GE CLUB ACTIVITY CALENDAR

BINGO — (second Saturday of month, 7:30 p.m.) Oct. 14, Nov. 11, Jan. 13, Feb. 10, Mar. 10

PENSIONER POTLUCKS — (second Tuesday of month, 11:30 a.m.) Oct. 10, Dec. 12, Mar. 13, May 8

PENSIONER EUCHRE — (first Tuesday of month, 1 p.m.) Oct. 3, Oct. 31, Dec. 5, Jan. 2, Feb. 6, Mar. 6, April 3, 24, May 29

SQUARE DANCING — (Wednesdays, 1:15-3 p.m.) Oct. 11, 18, 25; Nov. 1, 8, 15, 22, 29; Dec. 6, 20, 27; Jan. 3, 10, 17, 24, 31; Feb. 7, 14, 21, 28; Mar. 7, 14, 21, 28; April 4, 11, 18, 25; May 2, 9, 16, 23, 30

CLIP AND SAVE

IU-PU may offer adult learning services workshops with employees here

Kay Hahn, from the Adult Learning Services of I.U.-P.U. Fort Wayne, is willing to hold workshops with employees regarding career planning and other educational interests. As a first step, we would like to find out the amount of interest which exists for this service. If you are interested, please complete the following form and forward to Roberta Anderson in 4-1.

Name _____
Work Location: _____
Grade/Level/R Level: _____
Extension Number: _____ Shift _____

I am interested in: (Please check all that apply)

_____ interest exams (\$3)
_____ vocational training
_____ college diploma
_____ evening correspondence study
_____ career planning or career change
_____ return to learning workshops
_____ life direction seminars
_____ other: _____

Workshops scheduled at the following times would be best for me: (Please check one)

_____ lunch periods
_____ after work

**This form must be returned to
Roberta Anderson, 4-1, 1635 Broadway 46804
by October 2.**

NEWS NOTES

HMO retirees invited to open house

All pensioners and their immediate family members who retired from the Hermetic Motor Operation are invited to attend HMO's GE 100 Anniversary Open House on Saturday, October 14, from 9 a.m. until 2 p.m.

Those interested in attending should request tickets from Sally Eubank, Building 18-4, Broadway, extension 2111.

Tickets will be mailed in advance of the Open House to those wishing to attend. The deadline for reservations is October 6.

GPM pensioners invited to celebrate

Saturday, October 14, around 5000 employees' families and retirees of the General Purpose Motor Department are expected to gather at the Memorial Coliseum to hold their celebration for GE's Centennial.

"Centennialfest" will be a day-long event starting with sporting events at 10 a.m. at City Utilities Park. The giant midway opens on the Coliseum lot at 11 and will run through 3 p.m. with GPM employee volunteers staffing the booths as carnival "barkers."

Inside the Exhibition Hall, festival goers may play Bingo, eat their favorite carnival foods and buy crafts on display by fellow employees.

Topping off the day will be a number of performances in the Employee Talent Show.

GPM retirees interested in attending the event should make reservations for tickets by calling Ext. 2833 by October 2. Current employees will soon be receiving information on picking up their tickets.

Square dancing begins at club

The GE Club will sponsor daytime square dance lessons for beginners between 1 and 3 p.m. starting Wednesday, October 11 and continuing for six weeks.

These lessons will be free for GE senior citizens and employees, with a nominal charge for guest couples.

The modern style of square dancing will be taught at a pace enjoyable for all.

For additional information, call ext. 2042.

Remember When party

Remember When Club for GE women employed before December 31, 1945 will be having their annual get-together at Lester's Party Room on Bluffton Road on October 16, 6:30 p.m. For reservations, call Hester Seidel, 456-3057; Fleta Erickson, 747-2295; or Mildred Gamec, 745-4165; by October 9.

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General Electric News

GE FORT WAYNE, INDIANA

SEPTEMBER 29, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 32



NEW LEADERS announced recently for the Specialty Transformer Business Department are (top row) Herbert Miller, manager of manufacturing; Phillip J. Hopkinson, manager of engineering; (front) Michael J. Havert, manager of employee relations; and George H. Bartling, manager of finance.

STBD names new section managers

Bartling heads finance

George H. Bartling has been appointed manager of finance for the Specialty Transformer Business Department. He comes to Fort Wayne from Louisville, Kentucky, where he was manager-financial analysis for Major Appliance Business Group Finance Operation.

Bartling graduated from Cornell University with a bachelor of arts degree in economics in 1960. He joined International General Electric Export Division in New York as a Financial Management Trainee with rotating assignments.

After military duty, Bartling went off program as a commissions specialist with IGE in New York and later became supervisor of forecasts and reports unit.

In 1965, he joined the Corporate Audit Staff in Schenectady as a traveling auditor. From Schenectady, Bartling went to the Electronic Components Division in

Syracuse as a financial analyst and was later named manager of operations analysis and auditing.

Bartling then joined the Home Laundry Products Division in Louisville as manager of financial analysis for the Louisville Plant Operations in 1973. Further financial managements assignments were in Louisville with expanded responsibilities to include satellite plants in Chicago and Maryland for the MABG Finance Operation.

Havert assumes ER responsibility

Michael J. Havert has been named STBD manager of employee relations.

He joins the Fort Wayne plant from his previous assignment as manager of employee and community relations for the Dishwasher and Disposal Product Manufacturing Department in Milwaukee, Wisconsin.

Havert, however, graduated

from Central High School in Fort Wayne and received a bachelor of science degree in personnel and organizational behavior at Indiana University, Bloomington.

He began his career with General Electric in the Employee Relations Management Program with assignments in Chicago and Appliance Park, Kentucky.

Off program, Havert was specialist for union contract administration with Hotpoint in Chicago from 1967 to 1970. He then joined the Refrigerator Products Division's Chicago Relations Operation in 1970 as manager of relations practices for the Automatic Dryer Department and later was named manager of plant employee relations, prior to accepting his position in Milwaukee.

Hopkinson leads engineering

Phillip J. Hopkinson has been appointed manager of the STBD engineering section. Hopkinson comes to Fort Wayne from Hickory, North Carolina, where he was manager of distribution transformer programs engineering for the Distribution Transformer Business Department.

He was graduated from Worcester Polytechnic Institute with a bachelor of science degree in electrical engineering. Hopkinson also has a master of science degree in system science from Polytechnic Institute of Brooklyn.

He joined General Electric in 1966 as an engineer with the Small AC Motor Department on an engineering training program. After another assignment with the Distribution Transformer Department, Hopkinson went off the program as a design engineer with Commercial Distribution.

Please turn to Page 4

Tours reveal valuable services

What actually goes on at a United Way agency? If you want to know, you might ask any of about 270 employees who took tours to UW agencies this year as part of GE's ongoing effort to familiarize the work force with United Way services.

All product departments were represented among those who visited seven different agencies. Agencies visited this year included: Allen County Cancer Society, Anthony Wayne Rehabilitation Center for Handicapped and Blind, Rescue Mission, Martin Luther King Montessori School, Red Cross, Child Care of Allen County and the new YWCA.

The tours were arranged on a weeklong schedule that was coordinated by the Employee and Community Relations Office and set up through

each department.

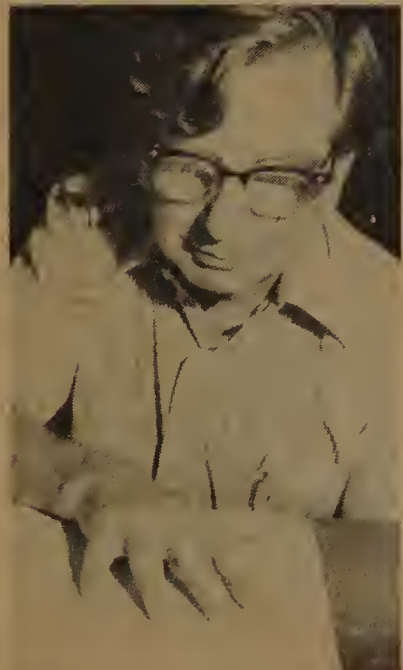
Don Johnson, a Taylor Street Area Services plumber, commented while on a tour of the rehabilitation center, "UW does a beautiful job with these people. I can see that what they do is worthwhile and I know it's true because I'm also personally acquainted with a person at the Rehabilitation Center shelter workshop."

Courtney Miller, an ACSO non-contributor before he took the tour, said that he could see that the ECSF (Employee Community Services Fund) is a good organization. "It would be a real good idea if everyone could see what is being done by the agencies," he said.

Don Teeters, a GPM solicitor who helped arrange tours, commented, "There were many things that impressed me about the United Way services I saw. At the Martin Luther King Montessori School they do a fine job with their kids, with a lot of individual instruction, at a much lower cost than many similar government-sponsored programs, such as Head Start...The spectrum of things offered, all free of charge, at the Cancer Society was also impressive. They meet all kinds of needs there, from beds to medication and even wigs for people who might lose their hair during a treatment."



LEARNING about how the Martin Luther King Montessori School, 326 E. Wayne St., operates was a joy for employees who visited the school on a tour last week as they watched the young toddlers do a morning exercise.



SHARING the feeling of being blind as he ran his hand across a book imprinted in the Braille alphabet is Leon Brown, 19-2 tool and diemaker (top left). **CONCENTRATING** on a lesson or drawing a picture perhaps reminds William Remmert, 19-2, of his childhood (left). **THE SHELTER WORKSHOP** provides a glimpse of what it's like for a person to feel useful to visitors Don Lockwood, Solly Hoeffelmeyer, Al Engel and Joe Robinson as they watch Kim perform her work at the Anthony Wayne Rehabilitation Center.

Jack E. Schoeff
PRESIDENT
JAMES E. DAUGHTRY
BUSINESS AGENT



JUDY MACKEY
RECORDING SECRETARY
MICHAEL MINNICK
FINANCIAL SECRETARY

LOCAL 901 IUE-AFL-CIO

1427 BROADWAY : 743-7686 : FORT WAYNE, IND. 46802
(219)

September, 1978

To Fellow Employees:

Once again it is time for the annual fund drive of the United Way.

For many years, Local 901 IUE AFL CIO, has shown strong support for these United Way drives. Again, this year, we are asking our people to continue the whole-hearted support of the United Way, by remembering that our financial support of the drive is translated into the motto of the United Way "People Helping People."

Yours very truly,

Frank L. Boersema

Frank L. Boersema,
Local 901 IUE AFL CIO representative
for ECSF Board and United Way
Steering Committee

UW agencies touch hearts of employees



Plant Panel Question:

Why is it important for you to give a fair share to United Way?



BONEWITZ

Money provides essential services

Bob Bonewitz
Electrician
Appliance Components Support
Operation
Bldg. 19-3

There are still a lot of people out there who need help in many different areas. The United Way is helping to help these people. My "fair share" contribution is one of the best ways I can help because without money it becomes very difficult to provide many of the services necessary.



BOWDEN

'My small way of saying I care'

Regina Bowden
Secretary
Specialty Motor Department
Taylor Street

Contributing to the United Way is very important to me because it's my small way of saying, "I care." I feel that it is my responsibility to give my fair share to help those in need in our community—and what better way to do so than by the United Way?

There just aren't enough good things to say about the United Way agencies and the many wonderful things these agencies can accomplish with the combined efforts of everyone giving their fair share.

Blind niece learns to become medical typist

Mary Hughes
Winder
General Purpose Motor Department
Broadway, Bldg. 4-5

I believe in the United Way because I really believe it's people helping people. It sounds like a cliché, but that's really what I believe.

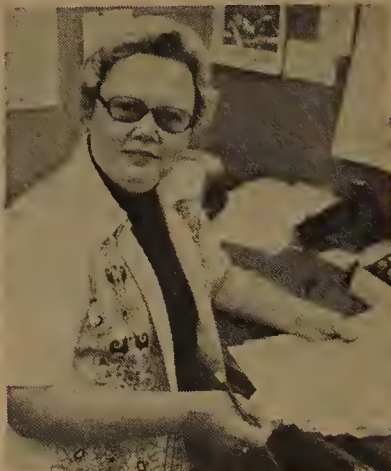
My personal experience with the United Way is that my niece was born blind; and through the United Way, she learned to be a medical typist and has an excel-



HUGHES

lent job in one of the large hospitals in Indianapolis. She was also taught to do things such as cooking and housekeeping through the volunteers of this agency.

I think anything we can do to help people become self-sufficient and self-supporting is worthwhile. Many agencies are helping through child care and visiting health services. It is more than worthwhile, and we should be more than happy to contribute our fair share. They do fantastic work. It may sound silly, but that's really the way I feel about it.



JACKSON

Contributions keep assistance there when it's needed

Dee Jackson
Accounting Clerk
Specialty Motor Department
Broadway, Bldg. 4-6

Each of us giving our fair share means a better community by providing services for those less fortunate than ourselves. Hopefully most of us will have no need to avail ourselves of these services, but our contribution makes them available for those who might.

'I have a warm feeling that I may be helping...'

Jerry Smith
Spray Painter
Specialty Transformer Business
Department
West Broadway, Bldg. 27

I enjoy giving. I've got a healthy son, but many people don't. It used to be I gave because everyone else did, but the last few



SMITH

years I've put myself in the place of people needing assistance and the giving became something different than just having so much taken out of my check each week.

I don't designate my money to any specific agency; it goes to the general fund. That way I have a warm feeling that I may be helping my neighbor or my fellow worker.

I can't say my way of looking at this may be for everyone, but I enjoy it.



SCHMIDT

One United Way eliminates many administrative costs

Art Schmidt
Manager-Production Control
Hermetic Motor Operation
East Broadway, Bldg. 18-4

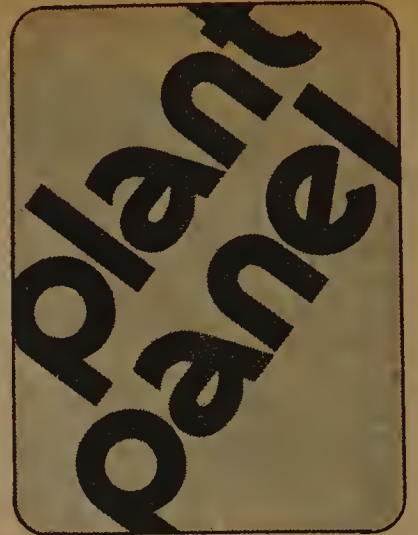
The services rendered by the 26 agencies supported by the United Way are very worthwhile and should be supported by all of us.

By giving a fair share to the United Way we support all the agencies with one campaign, eliminating a great deal of administrative costs.

Giving prevents some from needless suffering

Edith VanDoorn
Welder
General Purpose Motor Department
Winter Street

I feel I should give my fair share because so many people are in need of the services provided by United Way—and without our help there would be many more people suffering needlessly. Therefore, by my giving I feel



that I will help in some small way to give the less fortunate an opportunity to learn and become a productive part of society.



VanDoorn

Dreams come true

Mack S. Watkins
Stocker
General Purpose Motor
Taylor Street

The feeling of giving to the United Way is just like job searching coming true. Dreams are met through the United Way—without giving there are many things that can't be accomplished. The United Way itself is a dream. The purpose of giving is to help others. No matter what race, color, creed, or nationality—as long as it helps. People make up the United Way. The United Way is togetherness. There's an old saying, "to give is better than to receive."



WATKINS



THIS 1950's PHOTO graphically illustrates the importance of GE's Broadway plants in the Fort Wayne skyline. Local GE operations have been one of the largest employers in the city for decades, employing thousands of citizens from the area. (This photo courtesy of Ron Kroemer, Winter Street. Send your historic photos to: **GE NEWS, 18-3, 1635 BROADWAY, FORT WAYNE, 46804.** All photos returned to sender after publication between now and October 15, in celebration of the GE 100 anniversary.)

HUMORICKS

TOOL CRIB



"What can I do? He had a requisition for you."



STBD ENGINEERS RECOGNIZED

Engineers receive patent honors

Nine Specialty Transformer Business Department engineers have received awards for submitting patent disclosure letters between January and May of 1978.

The honors recognize companywide patent activity during the GE centennial year and are presented from Charles E. Reed, Senior Vice President-Technology.

Patent disclosure letters themselves express an engineer's idea to be reviewed for possible issuance of a patent docket. Submitting the letters is an initial step in this patenting process.

Stressing the need for constant advances, STBD General Manager Dan Lovinger commented, "The rate of growth of technology in the industry is at such a fast pace that it is important to encourage people to be technically creative for future improvements of the business."

Two of the engineers recognized for disclosure letters have also been honored this year for filing

patent dockets already. They are: D.C. Wood, senior product engineer, for an appearance design on the new QB transformer; and Stan Reidenbach, senior product engineer, for his work done on a battery charger for an electric vehicle.

PICTURED ABOVE: Phillip Hopkinson, manager-engineering; H.T. Jones *; Stan Antalis; Gordon Bell *; General Manager Dan Lovinger; R.F. Brehse *; A.F. Wilcox *; Stan Reidenbach *; D.C. Wood *; C.B. Snyder; L.F. Grimenstein *; G. Krewson; R.S. Gross *; T.G. West; and Herb Miller, manager-manufacturing. (Those marked with an * asterisk were the disclosure letter award recipients.)

PROMOTIONS

Continued from Page 1

Transformer. He later accepted new responsibilities with CDT as a design engineer-electromagnetics and as a value planning team leader for a large core and coil project. In 1972 he joined the Distribution Transformer Product Department as product engineer. Later responsibilities included manager of advance development engineering, manager of overhead products engineering, and engineering section representative for strategic planning.

Miller manages manufacturing

Herbert E. Miller has been appointed manager of manufacturing for STBD.

Miller comes from the Locomotive Production Department in

Schenectady where he was a manager of manufacturing.

He graduated from Clarkson College of Technology in 1957 with a bachelor of electrical engineering degree and joined the General Electric Company that year on the manufacturing management program.

Training assignments in Fort Wayne, Schenectady and Syracuse were followed, off program, with quality control and shop operations assignments with Industry Control in Salem, Virginia from 1960 to 1967.

He then joined the Medium Gas Turbine Department in Schenectady and held various positions in manufacturing.

In 1974 Miller became manager of manufacturing engineering for the Gas Turbine Production Department in Greenville, South Carolina, and was named to his previous position with LPD in 1976.



SPECIALTY MOTOR DEPARTMENT suggestion award winner Cora Robinson became \$242 richer by recommending the discontinuation of visual aid tickets at the lead connect station and modified "first piece" identification resulting in improved set-up confirmation, historic record maintenance, operator feedback and an overall quality improvement. Cora is a miscellaneous service aid at SMD Taylor Street.

RETIREMENT REFLECTIONS

MILDRED M. REYNOLDS, 28 years' service **SINCE 1950** oxygen fusion in the FHP Motor Department **RETIRED MAY 1978** stator coil placer in the General Purpose Motor Department **PLANS:** "Live each day to the fullest."



ALVA J. CLARK, 10 years' service **SINCE 1968** packer in the Specialty Transformer Business Department **RETIRES OCTOBER 1978** load, unload, sort and distribute in General Purpose Motor Taylor St. **PLANS:** "Some traveling—take a day at a time."



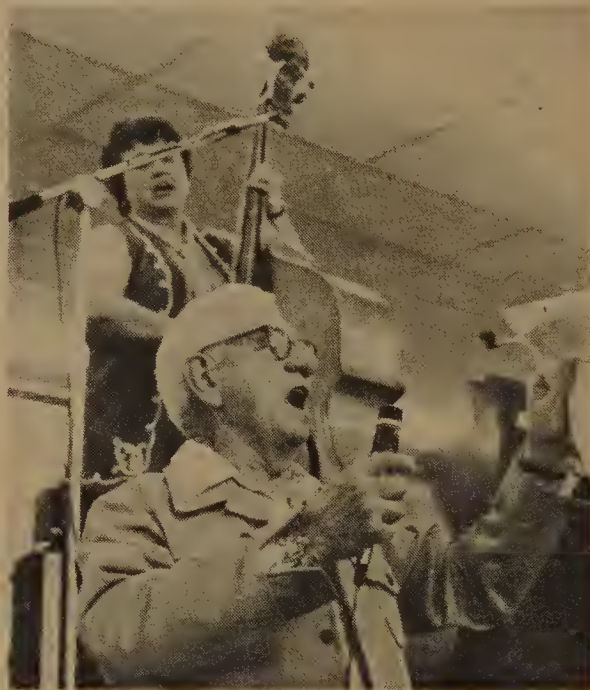
GE television show airs tonight

General Electric's spectacular television special on the ABC Network—WPTA Channel 21 will be aired tonight beginning at 8 p.m.

The show, "General Electric's All-Star Anniversary," will be hosted by John Wayne and will feature more than 20 stars of television and motion pictures. The story line will take the audience through 100 years of entertainment styles during a series of song and dance routines.



MONDAY, OCTOBER 2 — homemade beef vegetable soup, flame broiled beef steak, creamed chipped beef and macaroni. **SPECIAL:** hot turnover. **TUESDAY, OCTOBER 3** — homemade lima bean and bacon soup, one-fourth baked chicken, beef stew. **SPECIAL:** apple crisp. **WEDNESDAY, OCTOBER 4** — homemade beef barley soup, roast beef and dressing, ham and great northern beans. **SPECIAL:** Mexican Fiesta plate. **THURSDAY, OCTOBER 5** — homemade split pea soup, Swedish meatballs, beef chop suey over rice. **SPECIAL:** chili dog, hot cobbler. **FRIDAY, OCTOBER 6** — homemade clam chowder, baked meat loaf, macaroni and cheese, fried fish. **AVAILABLE DAILY:** grilled and fried sandwiches, assorted salads and desserts, vegetables, and whipped potatoes.



SINGING ALONG was part of the enjoyment at the outing, here being led by Wally Beer, with the accompaniment of Joe Taylor and the Redbirds.

Quarter Century Club entertains large crowd

More than 1400 GEers who have over 25 years service with the company enjoyed a daylong get together with their peers this year at the Annual Quarter Century Club Outing.

The attendance, which was higher than last year, took advantage of a day for friendly socializing, a hot lunch and refreshments and even some singing and dancing with a live country band.

The day was also highlighted with a short presentation by George Fornsworth, Vice President of the Appliance Components Business Division. (See last week's **GE News** for a text of his speech.)

There were 100 new members of the club initiated this year, eight were recognized for 50 years of association with the company and about 50 door prizes were distributed. And, although much was said about the oldest, youngest and newest — former plant physician H.W. Gorton probably had the longest record to his name. Dr. Gorton traveled all the way from Mesa, Arizona to attend the outing.



FILLING the lower level arena of the Memorial Coliseum, over 1400 GEers attended this year's Quarter Century Club outing, which celebrated the company's 100th anniversary.



PAUSING in a familiar grouping of old acquaintances during the outing is Ray Soughan, Paula Gerding, Toni McKenzie and Vivian O'Neill.



MARTHA HALLETT enjoys a chuckle with friends during the annual outing.



50-YEAR SERVICE records were recognized during the outing this year. Here 50-year man Harry Lehman and friend relax for a few moments in the food line.



PLANT PROTECTION forces who were all members of the 25 year club grouped outside the Coliseum to get together once again and talk about careers and good times.

General Electric News

GE FORT WAYNE, INDIANA

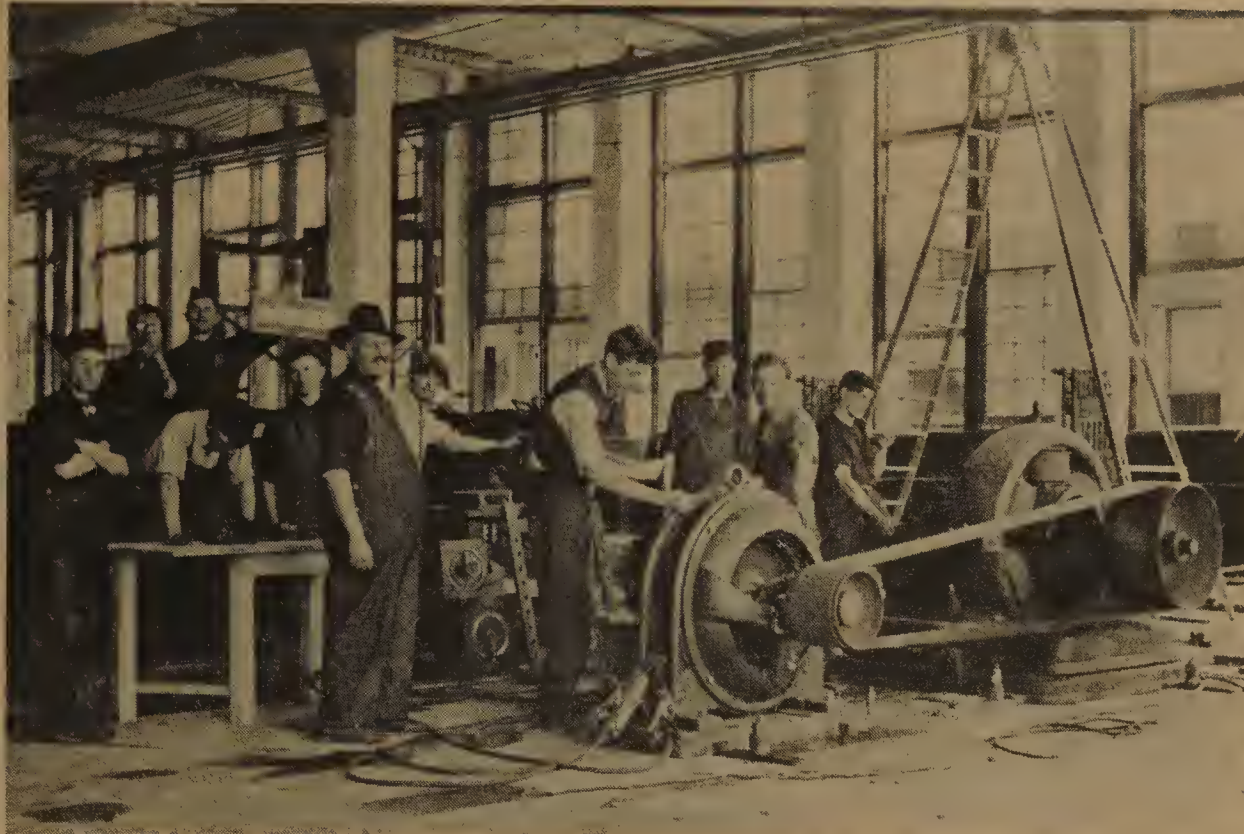
OCTOBER 6, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 33

Salute to progress coming next week

Various historical photos and other memorabilia will appear in an expanded edition of the **GE News** next week in commemoration of the General Electric 100th anniversary. Many of the photos, including some that are previously unpublished, have been sent to the newspaper office during the past few months by employees, retirees and family members of previous employees. This photo was taken at the Broadway plant circa 1912, according to GPM's Tom Wyss. The picture is courtesy of Mrs. John P. Wyss, wife of a 1970 GE retiree. At far left is Mrs. Wyss's father and Tom's maternal grandfather, Jesse L. Ebersole. If you have photos which you think might be of interest to others for the centennial issue, send them to the **GE News** Office, Bldg. 18-3, 1635 Broadway, Fort Wayne, 46804. All photos returned to sender.



Purdue to film local operations for promotion

If you notice a camera crew at Fort Wayne GE locations in the next few weeks, don't be alarmed. Purdue University is preparing a promotional 10-minute color TV tape about the Purdue Continuing Engineering Educational Programs, using Fort Wayne GE as an example of how programs can be developed.

Purdue plans to take the tape to other manufacturers and show it on portable televisions explaining how other specific Indiana industries can begin their own programs.

Filming will begin October 12 and continue for about two weeks at various times and plants.

Fink says slower growth, business downturn included in possibilities for next year

Editor's Note: The following is a business forecast for the Appliance Components Business Division by John Fink, manager of the Division finance operation.

This time last year, we were estimating that 1977 would be a good year. Housing starts were up and appliance shipments were increasing with no accompanying buildup of inventories. Capital expenditures were also increasing, savings were up and unemployment was going down.

However, it was pointed out that there were negative factors appearing on the horizon which required close watching. These included higher inflation and a tightening of credit.

Here's what's happening. Inflation is nearing double digits, credit is being tightened and prime rates are approaching 10 percent. At the time, appliance inventories are increasing, and consumer confidence is declining.

These factors are signaling a general slowdown in growth, and

for certain industries, a downturn.

The year 1978 should be good for ACBD due to the fast start during the first half. Now we are slowing down. The impact of the negative economic factors will be

felt during 1979.

In 1979 we should expect to witness an emphasis on belt tightening and a careful rationing of resources, with the memory of the 1974-75 downturn still fresh in our minds.

Successful execution of our strategy calls for allocation of the majority of our resources for cost reduction and product development together with tight cost control. These actions should see us through 1979.



JOHN FINK

When disaster stared these GE people in the face, they recovered – with some help

Just suppose ...

You're returning from a motorcycle trip, lights blind you. That's the last you know until you come out of a coma 16 days later. You have multiple leg fractures, severe head injuries. You're young - only 29 - and a grinder at General Electric...but you may never work again, and you can see that medical expense will climb above the \$50,000 mark.

Or ...

You have a daughter, born with two spines, a birth defect that has kept her in and out of hospitals since birth 13 years ago...On top of all the worry, bills have reached \$50,000 and will go higher.

Or ...

You're a young machinist. One day you have the first of many agonizing headaches. Then one day your kidneys collapse; you begin to live on dialysis machines; you need a kidney donor; you can't work. Bills reach the \$14,000 mark...and continue upward.

Or ...

Your four month old baby becomes ill with pneumonia. He recovers but is beset with respiratory infections, a heart condition that calls for surgery. The bills begin climbing to a \$12,000 total.

HAPPIER ENDINGS

It's tough enough to face any of these situations. Yet, they are only four of thousands of similar situations faced recently by GE employees. What made it possible to think about recovery without worrying about how the catastrophic bills would be paid?

Ken Kurszewski is back to work at GE's Milwaukee plant after years in recovery from the motorcycle accident. He points out that, "It takes just one second, and your whole life is

changed...You just don't think about things like GE insurance." But the plan paid more than \$50,000 in hospital, medical and surgical bills on top of weekly sickness and accident benefits so that Ken could concentrate on getting well.

"I could never have paid those bills on my own," says Darlene Devore, Louisville GE assembler. She's referring to the \$50,000-plus in medical costs which have been repairing the birth defects of her 13-year-old daughter, Crystal, who is now looking forward to a nearly normal life.

BENEFITS FILL GAP

"I knew I had GE insurance, but I really found out just how much over the next three years," says Bob Miele an Everett, Mass., GE employee. He spent two years on kidney dialysis machines, received a donated kidney in a three-hour surgery. Now he's back at work and playing softball in a plant league. His GE Insurance Plans' medical expense coverage, weekly sickness and accident payments, and his GE Long Term Disability Insurance served him well. "If it hadn't been for my insurance coverage with General Electric, I don't know where the money would have come from."

"During the time of great anxiety our minds were free from worry about how we were going to pay the medical bills," says Mary Ann Trent, a Lynchburg, Va. employee and mother of Eddie. He has had heart surgery and is now a healthy one-year-old. Most of the bills have been or will be paid by the GE Insurance Plan," adds Mary Ann.

Those are just a few of the happy-ending stories from all across the country - stories in which the GE Insurance Plan played an all-important part.

INSIDE:

POP fills

job openings—

See Page 2

POP: Opportunities continue for latest job seekers

The following is a list of those individuals selected for positions in the Promotional Opportunity Program (POP). Job numbers missing have either already been listed in the GE News or will be as the position is filled.

POP postings of open positions through Level 9 are posted on special POP bulletin boards in many parts of the plant. The job openings are posted twice each week. They are put up by 11 a.m. on Tuesday and removed on Friday. Self-nomination forms for these jobs must be in the locked pick-up box by 9 a.m. on the Friday following the posting. A different set of jobs is posted by 11 a.m. on Friday and removed the following Tuesday. Self-nomination forms for these must be in the locked pick-up box by 9 a.m. on Tuesday.

Herewith are the latest selections:

NUMBER	POSITION	CANDIDATE SELECTED
200	GPM pricing & quotation clerk, Rossie Knuckles	
201	STBD specialist-production control, Cancelled	
202	SMD splst.-scheduling & inventory, Dorothy Swanson	
204	STBD specialist-engineering, Noah Hay	
205	ACSO purchasing expediting clerk, Mary Saxton	
206	ACSO trans. supervisor dispatcher, Dennis Stewart	
208	ECRO health & safety administrator, Barbara Bugg	
209	ACSO keypunch, Kimberly Schorr	
210	GPM market specialist, John Staples	
211	ACSO specialist-purchasing, Cheryl Heller	
212	ACSO application specialist, Roger Krummen	
213	DIV Finance-data process. keypunch, Nadine Whitaker	
214	GPM timekeeping clerk, Daniel Hettinger	
215	STBD facilities clerk, Charlene Hewitt	
216	DIV Finance splst.-data processing, Ruth Hoover	
217	STBD buyer, Gerri Pack	
218	ECRO splst.-personnel practices, Roberta Anderson	
219	ACSO traffic specialist, Cancelled	
220	SMD secretary, Sandra VanHorn	
221	SMD foreman, David Dickmeyer	
222	ACSO secretary-materials & sales, Sally Hoeffelmeyer	
223	GPM dispatcher, Robert Whetsell	
224	DIV Administrative - secretary, Marilyn Long	
225	ACSO electrical designer, Darrell Rhoad	
226	GPM foreman-stators, Paul VanHorn	
227	ACSO transportation central dispatcher, Paul Richter	
228	GPM keypunch-payroll, Linda Pranger	
229	GPM file clerk, Susan Shumaker	
230	DIV Finance analyst-reports & statistics, Justine Coudret	
231	SMD operator computer real time, Cancelled	
232	ECRO clerk-HSR system, Louise Tranter	
233	DIV Finance secretary, Jill Whetsel	
234	SMD statistical report typist, Sharon Thompson	
235	SMD specialist-product application, Steve Harper	
236	IMPD steno-typist, Cancelled	
237	GPM control point clerk, Martha Beatty	
238	GPM purchasing records data clerk, Cancelled	
239	GPM dispatcher, Ronald Schmidt	
240	CSD sec / accounting clerk, Geraldine Koenemann	
241	ACSO transportation billing clerk, Jannette Francies	
242	ACSO secretary, Delores Randall	
243	GPM operator computer real time, Pamela Thomas	
244	ACSO foreman-salvage service, George Kasdorf	
245	GPM design & requisition specialist, Michael Evard	
246	SMD secretary, Carolyn Patterson	
247	GPM engineering assistant, Cancelled	
248	STBD cost clerk, Helen Ruble	
249	DIV (MMP) secretary, Betty Glidewell	
250	SMD secretary, D. Jean Naller	
251	GPM engineering assistant, Leona Moore	
252	HMO keypunch / time clerk, Denise Brooks	
253	GPM stenographic secretary, Karol Adams	
254	DIV Finance splst.-sickness & accident benefits, Ralph Haines	
255	HMO specialist-quality control, Michael Golliver	
256	ACSO secretary, Sue Eme	
257	GPM clerk / freight bill / invoice, Bernice Boyle	
258	GPM market specialist-air moving, William Jenkins	
259	SMD manager-documentation systems, Jerry O'Brien	
260	GPM market specialist, Robert Scott	
261	ACSO process & equipment technician, David Deming	
262	ECRO secretary, Gladys Beverforden	



THE JOHNNY APPLESEED FESTIVAL in Fort Wayne had a GE flavor with various displays and exhibits by employees and pensioners. Interested passersby ask Wilma Rowe, wife of STBD retiree Robert Rowe, questions about her herb pot. The lady in the dark coat at left also happens to be a SMD retiree, Daris Olinger. Robert Rowe (upper right) explains some facts about his homegrown herbs to Dan French, of CSD, and his wife, Cindy and daughter, Amy. Jim Zehner, Area Services, and his wife, Judy, (below) demonstrate the art of tinsmithing during the festival.



SEEING assembly line operations was part of the day for SMD families visiting the Taylor Street operation. Marie Shand demonstrates.

SMD opens doors for family day

Over 2000 visitors attended an open house at Specialty Motor Department Fort Wayne locations last month. The event honored GE's 100th anniversary and the 25th anniversary for SMD as a product department. Shuttle buses between the Broadway and Taylor Street plants were provided and many exhibits were arranged for the day in which many got to learn more about where "the breadwinner" works.



KIDS at Broadway facilities got a chance to sit in the seat of a big GE semi-trailer. This is Otis Price's son.



CELEBRATING with cake was a treat for visitors to the refreshment table at Taylor Street.



ENJOYING a moment of fun is Heather DeLong, daughter of SMD's Tom DeLong.



TOURING Building 4 and signing up for a coloring contest was part of the day for the Weston Currie family. Wes is a model maker major in the 8-2 Measurements Lab and Model Shop.

General Electric News

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100 Years of Progress for People

NEWS NOTES

GE lamps increase electric efficiency

Is the old saw true, can you get "more for less?"

GE's Lighting Systems Department in Hendersonville, N.C., knows you can and points northward to Flint, Michigan, for the proof.

Recently 200, 440-watt fluorescent fixtures along Saginaw St. were replaced with an equal number of GE's M-400A cut off luminaires equipped with Lucalox lamps. The result — according to Consumers Power Company — was a 125 percent increase in lighting levels and a drop in the amount of electricity used.

Club sponsors events

CLUB BINGO: All GE employees, pensioners, and families are invited to attend the first club bingo of the season at the GE Club gym on Saturday, October 14, 7:30 p.m.

PENSIONER EUCHRE: The second euchre party of the season for pensioners will be on Tuesday, October 31, at 1:30 p.m. This date was set due to the election in November.

SQUARE DANCING: Carl Brandt, GE Club square dance caller, welcomes all employees, and pensioners to the new square dance session held on Wednesdays, at 1:15 p.m. in the gym. Be sure to come for a real treat in making friends and good exercise. See you there on October 11.

BOWLING TOURNNEY: Join up with a junior league bowler or young family member for the "Pro-AM Tourney" at the GE Club, 3:30 p.m. Saturdays, in October and first three weekends in November. Contact Dave Uncapher for details, Ext. 2042.

CORRECTION: The name of Gil Baker, who scored the high game of the bowling season, was incorrectly spelled in last week's "Alley Chat" column in the GE NEWS. We apologize for the error.

WORTH A THOUSAND WORDS

GE people working together



HOSTING a German exchange student for the summer was an enjoyable experience for the Gregg Parnin's this year. The student, Bernhard Keller (standing at left), attended the Transpartotian Operotian summer picnic during his visit. Helping make Bernhard feel at home with the family are Ann Slevin, David, Mike (standing); Kathleen, Geri and Gregg Parnin (seated), a second shift truck driver at Taylor Street.



STRESSING SAFETY included telling his personal experience for Butch Weaver, of the Indiana Society for the Prevention of Blindness, when he addressed a cambinded group of SMD, ACSO and GPM employees to tell them about his own near brush with total sightlessness. Around Butch offer his presentation at Toyler Street ore Ray Malthom, Area Services; Sharan Finzer, ACSO communications specialist; Ran Fee, GPM; and Sue Tutwiler, SMD Section 15 OSHA Committee Member.



REGISTERING TO VOTE is a necessity for all those people who have moved or have not voted during the past two years. To register, all you have to do is visit the old Courthouse Room 101, and qualify as a U.S. citizen of 18 years of age by Electian Day (November 7). Here, Linda Counts, of HMO, registers since she recently moved from Decotur to Fort Wayne. Registration office hours are 8:30 to 4:30 daily; and Saturday, October 7, 9 a.m. to 2 p.m. On the last day to register, Tuesday, October 10, the office will be open from 8:30 a.m. to 9 p.m.

No adlets next week

Because of the centennial celebration next week, the regular Adlets feature will not appear. All those adlets turned in from last Tuesday through Tuesday, October 16, will be published in the October 20 GE NEWS.



DON'T MISS the "Wild West" an Ice when the Holiday an Ice show apens at the Coliseum. Check caupan below for special GE Night prices. Caupan may be mailed or redeemed at the Coliseum Box Office.

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Fort Wayne, Ind. 46803

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In Memory

LESTER BECK, 200 North Oakwood, Muncie, Indiana, died August 29. He retired in 1960 from GPM.

RALPH OLINGER, 6701 South Anthony, Fort Wayne, died August 30. He retired in 1967 as a Machine Wire Drawer from the Wire Mill, Taylor Street.

REINHOLD FREDE, 1325 Kenwood Avenue, Fort Wayne, died August 30. He retired in 1970 from a Layout and Milling Machine assignment in Bldg. 4-3, Specialty Motor.

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THURSDAY, OCT. 26, PERFORMANCE

INDICATE NUMBER OF TICKETS:

_____ RINKSIDE AND LOWER ARENA (\$5 EACH)

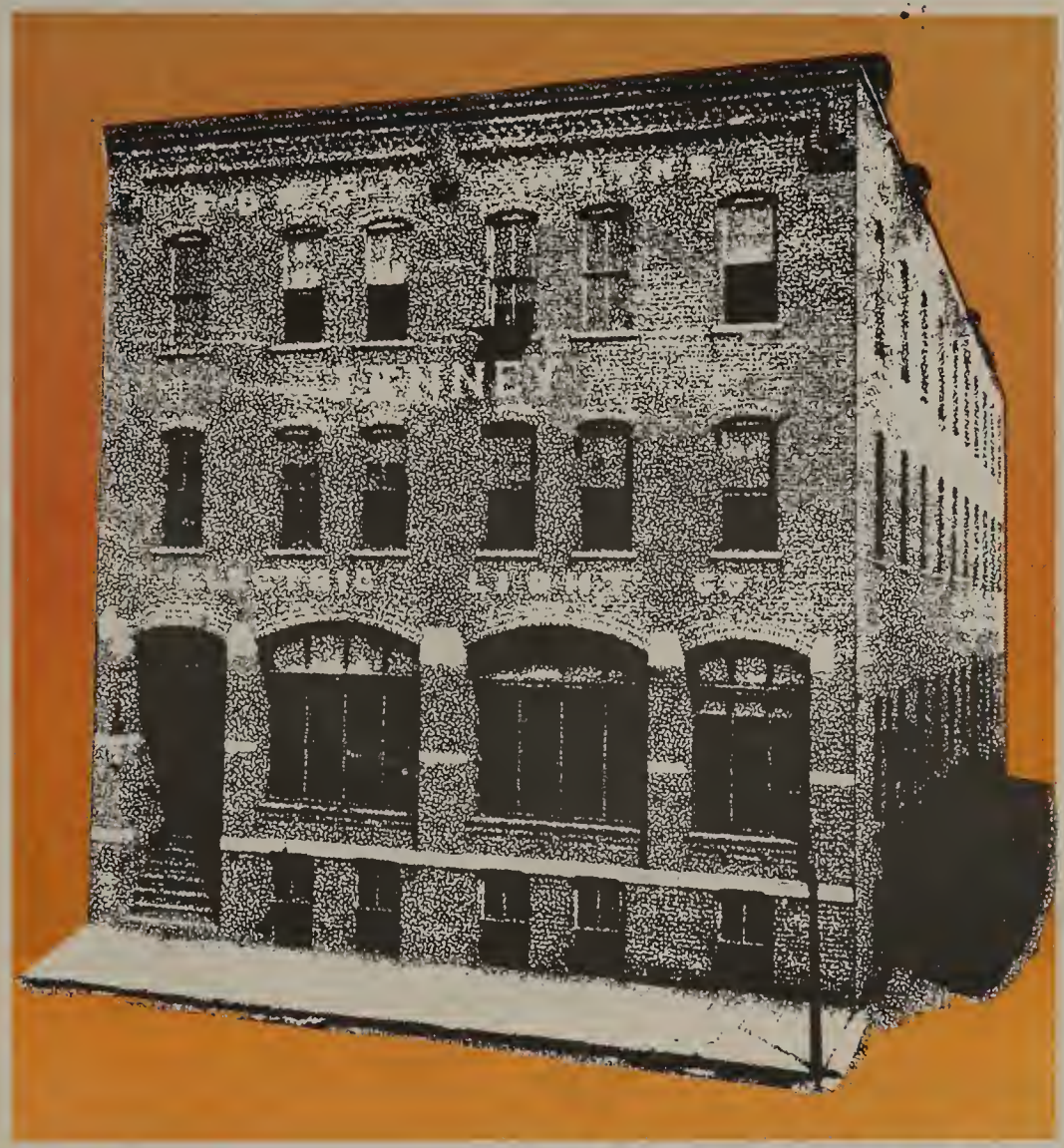
_____ UPPER ARENA SIDE (\$4 EACH)

_____ UPPER ARENA END (\$3 EACH)

TOTAL ENCLOSED _____

(MAKE CHECKS PAYABLE TO COLISEUM TICKET OFFICE)

Mail orders should be sent to Holiday on Ice, Box 5157, Fort Wayne, IN 46895, accompanied by a stamped, self-addressed return envelope.



100 years of Fort Wayne progress for people



Milestones from 1878 to the present

BEGINNINGS

J. J. WOOD joined Fort Wayne Electric Light Company in 1890, replacing the ailing M.M.M. Slattery as chief engineer. This giant of the electrical world was granted 240 patents during his lifetime. Today the Wadhurst Addition in south-west Fort Wayne commemorates his name and contributions to the community.



OCTOBER 15, 1878

Edison Electric Light Company founded, marking the beginning of the General Electric Company lineage.

DECEMBER 1878

Several men connected with General Electric Company at a later time entered the field of electrical dynamos and arc lamp lighting. They are Charles Brush, Elihu Thomson and Edwin Houston.

JUNE 1879

James J. Wood constructs and patents a spark-free dynamo and arc lamp for Brady Manufacturing Company. This is the same J.J. Wood who joined Fort Wayne Electric Light Company in 1890.

SEPTEMBER 1880

First municipally owned electric lighting plant in operation at Wabash, Indiana. Employing Brush arc lights, Wabash becomes the first electrically lighted city

in the world.

OCTOBER 1881

Fort Wayne Jenney Electric Light Company formed to manufacture municipal arc lighting systems.

NOVEMBER 1881

Fort Wayne Jenney Electric Light Company retains James A. Jenney and his son, Charles, to guide the manufacture and engineering of the new lighting system. Quarters are in the 100 block of West Superior Street.

JANUARY 1883

The Thomson-Houston Company is formed, headed by Charles A. Coffin, later to be named first president of the General Electric Company.

JUNE 1883

Fort Wayne Jenney firm promotes baseball's first night game at Fort Wayne, attracting an overflow crowd. Seventeen arc lamps were used on the outfield fences



Fort Wayne Jenney Electric Light Co. Incorp. 1881, Capital \$500,000.



MARMADUKE MARCELLUS MICHAEL SLATTERY, chief engineer at the Fort Wayne Electric Company in 1888 (wearing fur cap), guided the company in directions other than electric lighting. He perfected a battery driven bicycle which was the first local conveyance of any type to be powered by something other than horses or leg power.



FIRST HOME of the Jenney Electric Light Company, forerunner of General Electric in Fort Wayne, was located at 100 West Superior Street backed up to the Wabash and Erie Canal's Orbisan Basin.

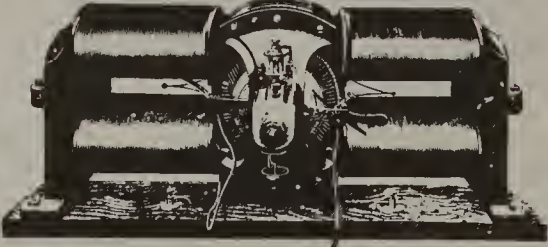
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Fort Wayne "Jenney" Electric Light Co.
SOLE OWNERS AND MANUFACTURERS OF THE

15-17 Monroe Street, Chicago.
W. J. BUCKLEY, Manager.



Broadway and P. St. W. & C. Ry.
FORT WAYNE, IND. - U. S. A.

J. A. Jenney Dynamo-Electric Machines
— AND THE —
Perfectly Automatic and Self-Regulating
JENNEY ARC LIGHT

The JENNEY DYNAMO has no equal for SIMPLICITY, COMPACTNESS and DURABILITY. The same has been said and admitted to be true of the Jenney Lamp. Recommended for the award of the

ONLY GOLD MEDAL

At the Great Southern Exposition at Louisville, 1883, for Best Arc System. Awarded First Medals for Best Arc Lamp, Best Arc Dynamo, Best Arc System. This system HAS NO EQUAL for SIMPLICITY, DURABILITY and STRENGTH OF LIGHT.

ALSO

COMPLETE INCANDESCENT SYSTEM.

DYNAMO PERFECTLY AUTOMATIC. SHUNT WOUND. REQUIRING NO RESISTANCE for variable load. LAMP. NEW FILAMENT. NEW PRINCIPLE of Construction. REMARKABLE LENGTH OF LIFE with FULL CANDLE POWER. will not deposit carbon on inner surface of bulb. The filament is as pliable as a piece of thread and is not made brittle by the action of the current. Complete System of Fixtures and Attachments, also full line of Electroliners, Combination Fixtures and Shades. We are in the market for Large Incandescent Contracts.

ELECTRIC MOTORS

We have the Only Perfect Working Headlight for steamboats, with Focusing Reflector. Full information furnished on application.

to provide enough light to complete a nine inning game.
AUGUST 1883

Fort Wayne Jenney firm moves its operation to a larger building on East Columbia Street. Ronald T. McDonald, a showman and supersalesman, is general manager.
SEPTEMBER 1883

Medals awarded the Fort Wayne Jenney Electric Light Company by the Southern Exposition in Louisville Kentucky. Jenney is cited for the best system, best lamp and best dynamo...sweeping the field.
JUNE 1885

The Statue of Liberty in New York is successfully floodlighted, using arc lamps supplied by Fort Wayne Jenney Electric Light.
OCTOBER 1886

Fort Wayne Jenney Electric moves building to

Broadway near the south edge of the city, gaining increased production space. A chief electrician was hired at this time, M.M.M. Slattery, a man of projected electrical vision.
JUNE 1887

Slattery proceeds with the perfecting of the incandescent lighting system using alternating current. He was the first person in Fort Wayne to seriously experiment with the transformer or "converter" as it was more commonly called.
AUGUST 1888

Financially troubled Fort Wayne Jenney firm purchased by Thomson-Houston Company and promptly renamed Fort Wayne Electric Light Company. R.T. McDonald retained as general manager.
NOVEMBER 1888

Fort Wayne Electric's Broadway plant burned to the

ground and ordered rebuilt immediately by parent company, Thomson-Houston.

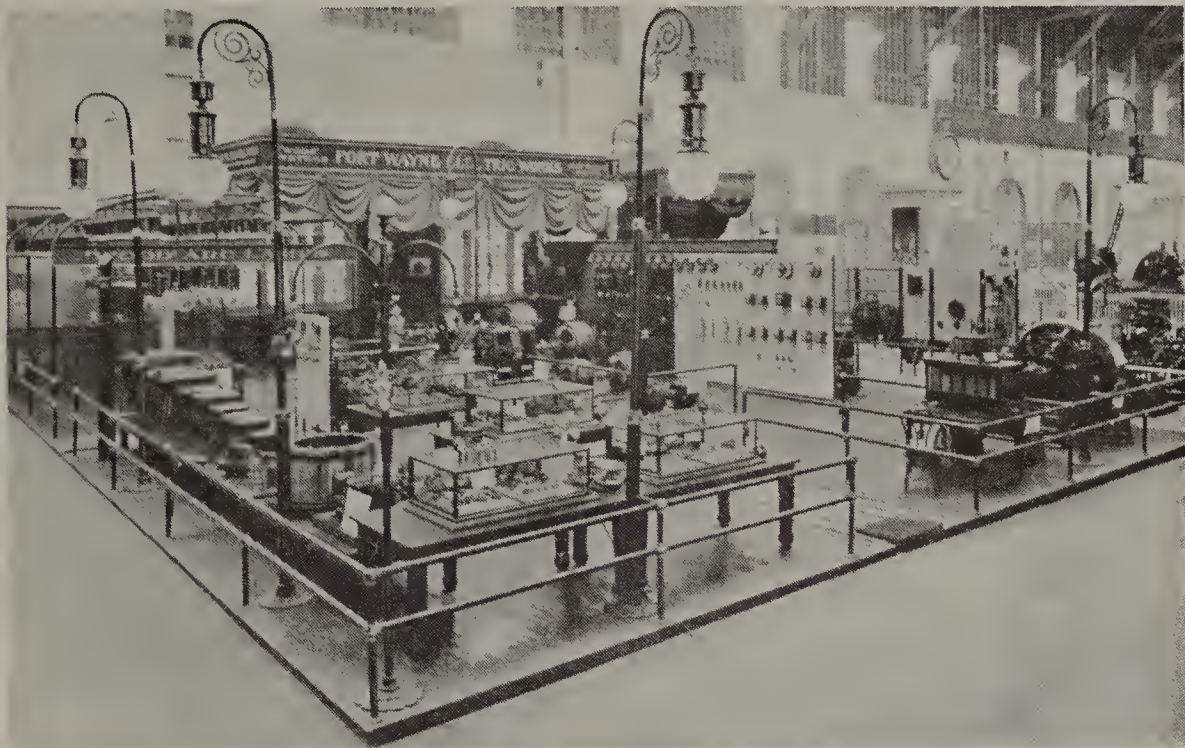
DECEMBER 1890
James J. Wood moves his factory and employees to Fort Wayne Electric, replacing the ailing M.M.M. Slattery as chief electrician.

1890
Fort Wayne Electric Corporation fire department organized.

APRIL 1892
The General Electric Company is formed through the merger of Thomson-Houston and Edison General Electric. Charles A. Coffin named president.

JULY 1893
Formation of the volunteer fire department at Fort Wayne Electric Company.

Please turn to Page 4



EXHIBITED at the 1904 Louisiana Purchase Exposition was a complete display of Fort Wayne Works products. Included in a catalogue for the exhibit were: AC and DC belt generators, DC matars, balances and boosters, enclosed arc lighting systems, switchboards, transformers, integrating watt meters, fan matars, DC engine driven generators and miscellaneous supplies.



REFRIGERATION EQUIPMENT began being manufactured in 1912 in Building 20. Larger scale production of the first successfully marketed household refrigerator, called the "Manitor Tap", started production in Fort Wayne in 1924.



PROTECTION of the cash payroll for the Fort Wayne Works in 1927 included an entourage of trucks, cars, and armed guards, which left the plant to go to the bank each week. Stories have it that the cash was transported in a vault on the truck while the paymaster, carrying the vault key, traveled separately by car or streetcar to avoid a "heist."

W303 Page 5
Oct. 16, 1916

POINTS OF MANUFACTURE OF
APPARATUS LISTED

Type and Form	Manufactured at	Delivery F.O.B.
A-C. MOTORS		
SDA	Ft. Wayne, Ind.	Factory
SA	Ft. Wayne, Ind.	Factory
RSA	Ft. Wayne, Ind.	Factory
KS	Lynn, Mass.	Free delivery point
IS	Schenectady, N. Y.	Free delivery point
RI	Pittsfield, Mass.	Free delivery point
BSS	Pittsfield, Mass.	Free delivery point
DSQ and DST	Lynn, Mass.	Free delivery point
KT and KQ	Lynn, Mass.	Free delivery point
Form C, Frames 110 to 221	Schenectady, N. Y.	Free delivery point
Form B, Frames 302 to 347	Schenectady, N. Y.	Free delivery point
I and IQ—Forms K, L and M	Schenectady, N. Y.	Free delivery point
Frames 8 to 17-A	Lynn, Mass.	Free delivery point
MT and MQ	Lynn, Mass.	Free delivery point
Frames 110 to 201	Lynn, Mass.	Free delivery point
MTC-C2 and MQC-C2	Lynn, Mass.	Free delivery point
Frames 140 to 201	Schenectady, N. Y.	Free delivery point
ITC and IQC	Schenectady, N. Y.	Free delivery point
Frames 8 to 13-A		
D-C. MOTORS		
SDA	Ft. Wayne, Ind.	Factory
SD	Ft. Wayne, Ind.	Factory
RC	Windsor, Conn.	Free delivery point
Frames 1 to 4	Lynn, Mass.	Free delivery point
Frames 5 to 11-B	Schenectady, N. Y.	Free delivery point
Frames 12 to 19-A	Bloomfield, N. J.	Free delivery point
RT—Form D	Bloomfield, N. J.	Free delivery point
C and CL		
RA	Windsor, Conn.	Free delivery point
Frames 4 and 4-B	Lynn, Mass.	Free delivery point
Frames 5 and 6		
RLC	Windsor, Conn.	Free delivery point
Frames 111 and 112	Lynn, Mass.	Free delivery point
Frames 113 to 116	Schenectady, N. Y.	Free delivery point
Frames 200 to 206	Ft. Wayne, Ind.	Free delivery point
CO 1800 and CO 2500	Schenectady, N. Y.	Free delivery point
CO 2600		
A-C. GENERATORS		
ATB and TRC	Ft. Wayne, Ind.	Factory
ATB and TRE		
TAB and QAB—Form ML		
ATB—Form PB		
ATB—Form B		
D-C. GENERATORS		
MPC—Forms LD and LDS	Schenectady, N. Y.	
SD and B	Ft. Wayne, Ind.	
RC	Windsor, Conn.	Factory
Frames 1 to 4	Lynn, Mass.	
Frames 5 to 11	Schenectady, N. Y.	
Frames 12 to 16	Ft. Wayne, Ind.	
ML and LF		
MISCELLANEOUS		
Motor-Generator Sets	Ft. Wayne, Ind.	Factory
MIC—Form D	Lynn, Mass.	Factory
MIC—Form B	Ft. Wayne, Ind.	Factory
Modista Sewing Machine Motors	Ft. Wayne, Ind.	Factory
Domestic Buffing and Grinding		
Outfits	Ft. Wayne, Ind.	Factory
Exhaust Fan Outfits	Bloomfield, N. J.	Free delivery point
A-C. Linotype Equipments	Lynn, Mass.	Free delivery point

WB

THIS PAGE is reprinted from a 1916 motor price book published by the General Electric Company in Schenectady. Even in those early years, it can be noted, Fort Wayne was fast becoming the "motor capital of the world."



GETTING TO AND FROM WORK in this 1920's view included dependence on the municipal street car system, which pulled up right next to Building 19. Wall Street at that time was a public thruway.

cont'd
from
page 3

JANUARY 1894
Financial panic hurts Fort Wayne Electric business. Reorganizes as Fort Wayne Electric Corporation with R.T. McDonald as general manager.

JANUARY 1895
Fort Wayne Electric Corporation manufactures products under the name "Wood Systems."

JANUARY 1899
Fort Wayne Electric Corporation officially absorbed by General Electric with James J. Wood as manager and chief electrician.

1902
James J. Wood receives patent for stationary and revolving fans.

JANUARY 1905
GE markets first electric iron (6 lbs.) and first electric toaster.

JUNE 1908
Motor and electrical equipment supplied by GE for first vacuum cleaner.

1910
Pennsylvania Railroad announces the tracks near the Broadway plant in Fort Wayne will be elevated.

JANUARY 1911
Local plant designated Fort Wayne Electric Works of General Electric Company.

MARCH 1912
Electrical refrigeration manufacture begins in Bldg. 20.

1913
Apprentice School opens.

OCTOBER 1914
Quarter Century Club organizes at Fort Wayne Works of GE.

DECEMBER 1914
Fort Wayne Works girls organize Elks Club.

JANUARY 1917
Limited production of the first housewares starts at Fort Wayne Works.

JULY 1917
First issue of Fort Wayne WORKS NEWS press.

AUGUST 1917
The GE Works garden is located on W. 10th St. and used by employees as part of the Works Welfare program.

AUGUST 1917
Jennie Wright is first woman named to the Fort Wayne Works Welfare Club membership.

OCTOBER 1917
Due to the involvement in World War I, employees were required to wear identification badges at the Works.

GE PEOPLE



CHARTER MEMBERS of the Quarter Century Club are: (from above left) H.C. Beers, Sam Brownsberger, C.S. Rehner, F.S. Hunting, James J. Wood, William Schultz, Sylvester Richards, William Murphy, Fred Miller, Stuart Rehner, John Kress, Anthony Miller, Harry Evans, George Wood, E.A. Barnes, Herman Rehm, Fred Kiefhober, J.E. Holl, William Brennan, M.S. Willson, J.F. Kiess, William Donnell, Alex Schlotter, W.P. Kindt, William Roidy, Arthur Hadley, William Driftmeyer, William Wurtle, and D.S. Myers.



WORKS BANDS entertained employees for many years during parades and Thursday afternoon concerts at McCulloch Park. This group was under the direction of Bandmaster John L. Verwiere.

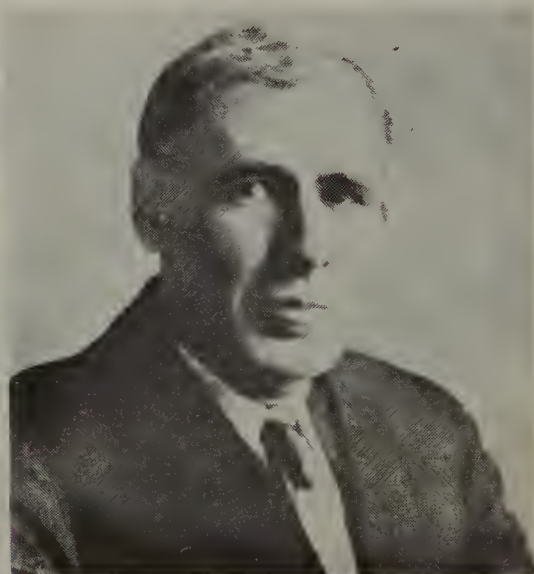
THIS GATHERING of top GE managers shows Neil Currie, Fred Hunting, M.E. Lord and Walter Goll, who were each chief executives of the Fort Wayne Works at various times.



THE FIRST FEMALE 'FOREMAN' at the Fort Wayne Works in the early 1930's.



LONG SERVICE EMPLOYEES have been honored throughout the years for their dedication to duty. Here is a typical 1951 photograph of four employees in the Motor Generator Department, DC armature department: Frank Bitsberger, Gladys R. McMillan, Homer Hibleman and Joseph Leisure.



WILLIAM BROWN has been a Fort Wayne Works employee for many years.

1917
A banner keeps track of the number of men who did not return from military service. There are 180 stars posted to designate GE lives lost.

APRIL 1918
World War I's Third Liberty Loan produced \$253,250 from Fort Wayne General Electric employees. Over 300 local GE men are in the armed forces.

1918
First drafting class for women offered.

1920
Mutual Benefit Organization provides employees' dependents with assistance in times of sickness.

APRIL 1920
The General Electric plant in Decatur opens doors for business.

JUNE 1922
Several Fort Wayne built "Type A" transformers are shipped to the Chee Hsin Cement Company in China.

JANUARY 1923
The GE Winter Street plant is built for the manufacture of electric refrigeration equipment.

JUNE 1923
Fourteen power transformers built at Fort Wayne are shipped to Ujigawa Electric Company in Japan. (Largest order for this type unit produced at Fort Wayne.)

1924
Completion of the first OC 2 monitor top model refrigerator.

AUGUST 1924
McCulloch Park on Broadway is the site for General Electric Band concerts and ice cream socials.

AUGUST 1926

GE recreational building constructed on Swinney Avenue. (GE Club)

1927
Clark Orr receives the Charles A. Coffin award for outstanding contributions to mechanical refrigeration.

1930's
Development of the KSP 51-frame motor. Development and design of fluorescent lamp ballasts in Fort Wayne.

AUGUST 1931
GE Band wins first prize at Chicago Music Festival.

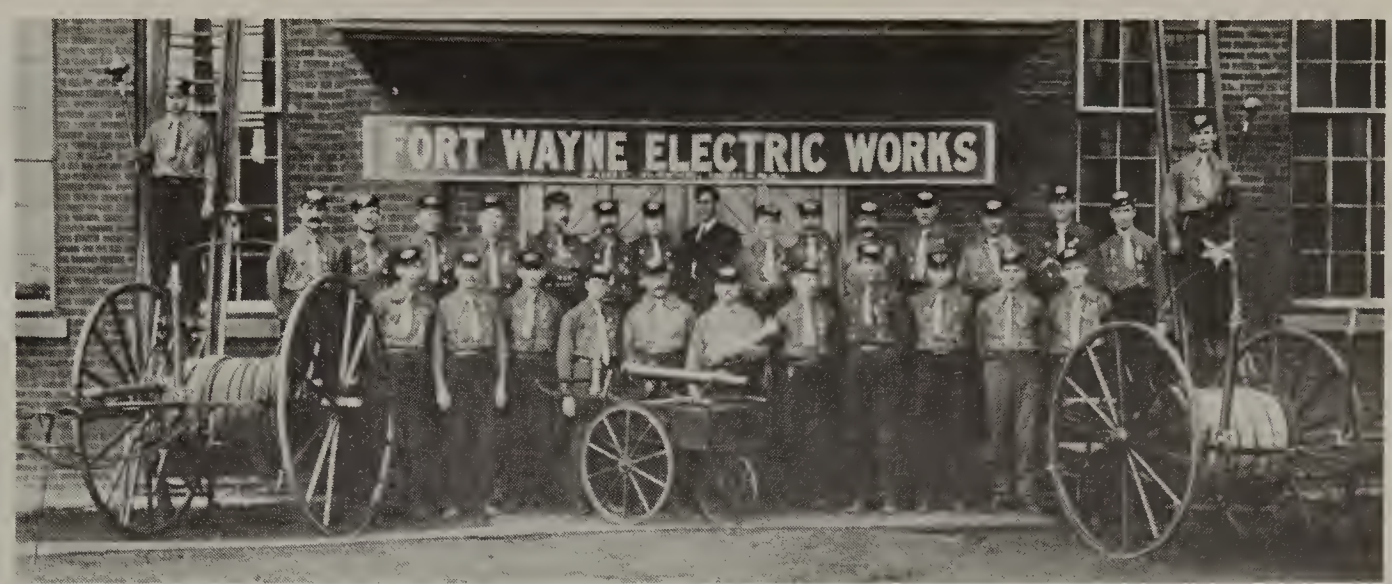
MAY 1935
First major league night baseball game played under GE lights at Cincinnati vs. Phillies game.

JUNE 1935
Employee Store specials: cleaners, from \$12.95; radios, from \$22.21; washers, from \$39.04; ranges, from \$12.95.

Please turn to Page 6



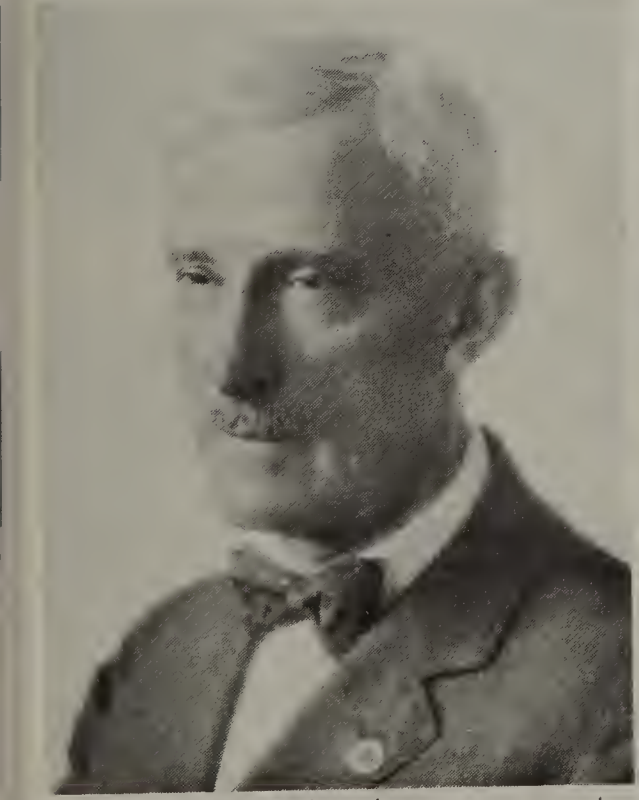
Mortha Sherzinger appointed to her posi-



VOLUNTEER FIRE DEPARTMENTS at Fort Wayne Works have been on duty continuously since 1893. In 1951, GE's Fort Wayne volunteers were named tops in the nation by the National Fire Protection Association.



SUPERVISOR'S OFFICES in the 1930's were similar to the one of Wire Mill Superintendent Harry Hire, shown above.



E. A. BARNES, an early works manager, was a pioneer in forming organizations to entertain the interests of employees. Among his many accomplishments was the founding of the Elex Club in 1916.



FIRST ROW - L. D. MURRAY W. J. BERRY O. R. MATHER E. R. BAUGH W. H. TUCKER F. R. BRAW J. W. HINDELBRACH T. S. KILLIS
SECOND ROW - A. I. BENEDICT A. PENN C. W. TIFFANY J. C. MILLING G. H. CALKINS R. J. BODEY E. R. BARBER S. D. QUINN
THIRD ROW - R. S. GEORGE A. W. SHARP H. V. WHITNEY R. W. SMITH J. O. TAYLOR W. L. SMITH J. F. O. CARRICK S. S. ALTON
H. P. PERMANTNEY G. A. WERTMAN R. YOUNG
FOURTH ROW - N. E. RICHLEY W. Y. MAY E. R. MERCKER S. C. BETH S. A. HAEFFER S. S. SORENTA F. S. DAVIS W. DOYLE
F. M. WERRER F. S. JOHNSON J. J. RAFF
FIFTH ROW - P. F. SHIVERS S. M. BUNAE A. A. BEVA W. I. GOLL A. L. MADLEY S. S. BENNETT H. P. BERNHART T. Y. KING
A. P. WELCH H. HERMAN A. W. BENSEN L. C. YAPP W. M. STATER S. P. HIRCH
SIXTH ROW - E. E. STOCKER T. W. BERAN B. W. SMITH J. O. MOULTON J. J. ELINE F. E. HUNTING J. J. WOOD T. J. BYAN
A. J. FRANCIS HAWOOD GRIFFIN E. K. DUNCAPHER

FRACTIONAL HORSEPOWER MOTOR OFFICIALS IN 1915

ING, perhaps one of the
of the GE organization in
oted to have interviewed
ns in connection with his
Employment Department
10.

cont'd from page 5

\$62.62 and refrigerators, from \$101.94.
FEBRUARY 1936
 Fort Wayne General Electric Employees Federal Credit Union started.
AUGUST 1937
 An elevated roadway over Broadway joins east and west sides of the plant.
FEBRUARY 1939
 A new and improved kitchen waste disposal produced at Fort Wayne Winter Street plant.
SEPTEMBER 1941
 GE announces new plant to be erected on Taylor Street property to manufacture superchargers for the United States Air Corp. L.D. Hodell appointed superintendent.
JANUARY 1942

GE extends to enlistees in the armed forces the same benefits provided for drafted men.
MAY 1942
 Navy "E" pennant awarded Fort Wayne Works employees for excellent war production effort. Presentation in McCulloch Park with GE President C.E. Wilson present.
MARCH 1946
 All supercharger work for military aircraft is finalized at Taylor Street plant.
JUNE 1946
 GE NEWS starts "Ad-Lets" column for convenience of employees.
OCTOBER 1947
 Decentralization of components at Fort Wayne Works announced.
JANUARY 1949

The Allen County Treasurer... General Electric is the county's largest taxpayer.
 1950's
 Form B to Form G conversion to lighter weight motors takes place.
AUGUST 1950
 Employees and General Electric contribute \$152,175 to fund raising campaign of Parkview Memorial Hospital.
JANUARY 1952
 Personal Share Statements mailed to employees showing their individual status in company benefit plans.
MAY 1954
 Fort Wayne Works Laboratory announces plans to build sound room next to Bldg. 21.
MARCH 1957
 New Employee Store headquartered in Building 31-1
 Please turn to Page 7

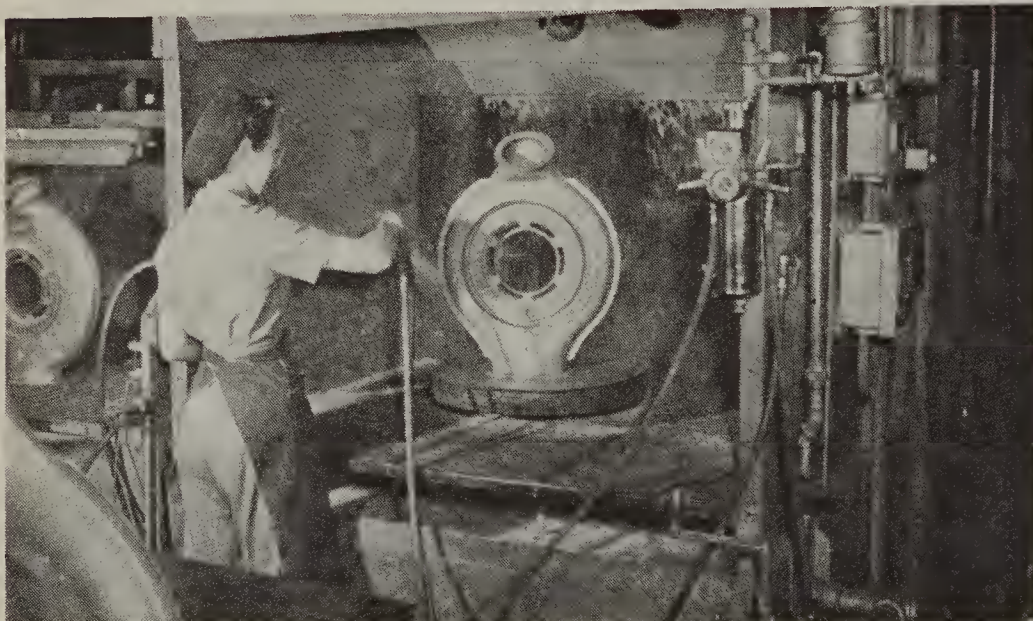


CONTROL CENTER, where decisions were made for defense of the facilities during World War II, was in Building 10-3. From left is Art Nickerson, J.B. Greer, Ralph Craig, A.R. 'Butch' Vegales, Tom Staley, Fred Duryee, John Lare, (unidentified), George Goeglein, (unidentified), H.W. Gartan, William F. Brunner, Ernie Hanauer and (unidentified).

WAR YEARS



TAYLOR STREET facilities were built by the government to meet war production needs and later sold to General Electric for peacetime manufacturing. This photo is an aerial view of the Taylor Street grounds when it was used as a baseball diamond.



SUPERCHARGERS manufactured at the Taylor Street plant during the war increased the altitude capabilities of American warplanes such as the B-17, P-51 and B-29. This operator is completing a spraying process on a finished supercharger.



AT NIGHT, the Fort Wayne skyline has been lit by a familiar General Electric monogram since the 1920's. World War II blackouts and energy conservation measures, however, have interrupted the display of "The Lights" several times.



CHAMPIONSHIP BASEBALL was on the minds of many employees in 1947, 48 and 49 when a GE Club sponsored team, managed by John 'Red' Braden, won national semi-pro tournaments. Members of the "Voltmen" on the 1947 team were: (row 1) Olin Smith, Bob Winter, Paul Dyke, John

Creevey, Dee Hamilton, Manager Braden, Rip Sewell, Stan Shargely; (row 2) GE Club Manager Charles Wilt, Pete Elka, Len Bobeck, Joe Gabrielli, Al Hazle, Hugh Orphan, Bill Brandt, Bill Hardy, John Carriden and Charley Harmon.

vacation for employees with 30 years or more service, four weeks paid vacation for 15 to 29 years service.

AUGUST 1958
GE announces Savings and Security Program.

JANUARY 1959
Social Security Administration deductions increase to 2½ percent for wages up to \$4,800.

JULY 1961
A survey of 5,000 high school students by national scholastic magazines shows General Electric to be the most preferred company among youth.

FEBRUARY 1966
GE operations reach record levels in sales, earnings, employment, plant investment, wages and benefits.

FEBRUARY 1970
Longest strike in GE history ends February 5.

JANUARY 1971
New benefits go into effect including: five weeks paid

vacation for employees with 30 years or more service, four weeks paid vacation for 15 to 29 years service.

JANUARY 1972
General Electric embarks on a country-wide program called "Best Buy." Program stresses GE quality, service and value.

DECEMBER 1974
Many employees laid off as hard times descend on the Fort Wayne Works.

OCTOBER 1976
Free "swine flu" vaccinations offered all GE Fort Wayne employees.

JANUARY 1977
Fort Wayne General Electric operation shut down twice due to snow emergency conditions. Natural gas "total curtailment" imposed by the gas company.

MARCH 1977

Fort Wayne GE announces POP program, a promotional opportunity program designed to attract people to job opportunities.

FEBRUARY 1978
Local operations rebound from blizzard's blast. The three-work-day continuous delay is the longest ever experienced by the Fort Wayne Works because of weather.

FEBRUARY 1978
To combat the energy shortage and keep employees on the job, area GE plants purchase diesel engines for needed power.

1978
Division and product department operations celebrate the General Electric centennial with picnics, outings, and entertainment for the enjoyment of employees, retirees and their families.



CELEBRATING the GE 75th anniversary in 1953. GE sponsored the famous Gates show in broadcasts during open house week.



HONORING the family has been a long-standing tradition at GE. This Father's Day promotion in 1954 features Ross Harter (Section 114) with sons, Steve, Mike, Dan and Tom.



FORT WAYNE'S LARGEST SUGGESTION AWARD was won by Ray Laveless, a winner in Building 26-1 Specialty Transformer Department. The \$2225 pay-off was made in April, 1967, by the STD general manager, Carl H. Rinne. Other top awards have been: \$2100 to Weldon Stuckey of Winter Street in 1970; \$1891 to Glen Gaaley of Specialty Motor Department in 1974; \$1700 to Yvonne Cecie of Specialty Transformer in 1953; and \$1280 to Mervil C. Lowden of the Advanced Manufacturing Development Operation in June, 1978.

50's AND 60's



ELEX CLUB MADE RONALD REAGAN an honorary lifetime member during this 1956 visit by the then host of the "GE Theatre" on television. This goodwill tour picture was taken at Taylor Street.



THIS 1950 CHRISTMAS CARD was sent to Fran Kuzeff by her foreman, Charlie Prine — a typical holiday practice of the era. Note on the card at left that it depicts the Fort Wayne skyline with the GE Broadway plant in the background.



STYLES MAY CHANGE, BUT BENEFITS JUST GREW during the 1960's. Helping promote the company vacation plan in 1967 is relations secretary, Marilyn Rathge.



George Farnsworth
Vice President
and General Manager,
Appliance Components
Business Division

Service, quality to determine future success

The company will celebrate its 100th birthday in a few days. Reaching this historic plateau represents a remarkable achievement and GE people in Fort Wayne have been an important factor in the company's overall success.

Our Centennial celebration on October 15 provides us with an opportunity to pause for a moment to reflect on past successes. However, our orientation cannot be backward, except to use our rich heritage and unique strengths to deal with challenges that lie ahead.

A possible economic downturn in the coming year is a major challenge that we must face. Inflation, interest rates, and appliance inventories are increasing while consumer confidence is declining. Housing starts are also expected to decline in 1979. All of these trends are negative indicators for the economy in general and our business in particular.

And, as you know, we continue to face tough competitors located in low-cost communities. These competitors produce a quality product. They are aggressive, seeking to gain business at our expense by fully exploiting their low-cost advantage.

Possible economic slowdown, tough competitors and inflated costs rising much faster than prices for our products are con-

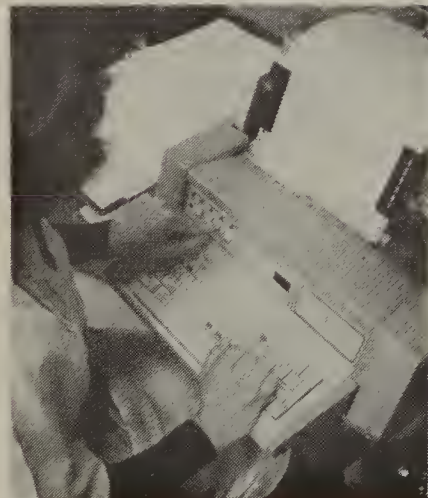
ditions which provide plenty of challenge. Therefore, it's important for us to work together to reduce costs, improve product performance, and achieve technological gains. This responsibility does not fall on the shoulders of any one segment of our employment population. It applies to each and every one of us. We simply must convince demanding customers by our actions that we are a reliable supplier, capable of delivering a quality product at a competitive price.

Our job is to build on the long GE tradition in Fort Wayne. The dedication, resourcefulness, and efficiency of each of us at our individual jobs today will determine our success in the next 100 years. The future of our Fort Wayne businesses is truly in our hands today.

TODAY AND BEYOND



NEW ENERGY SAVER MOTORS have been introduced to help energy conscious consumers of the future conserve. Dove Gifford, former HMO and SMD general manager, discusses on Energy Saver application with retired ACBD manager Fred Holt and Jahn Welch, Senior Vice President and Consumer Products and Services Sector Executive.



PRESENT OPERATIONS in Fort Wayne include the Specialty Motor Department, Appliance Components Support Operation, Specialty Transformer Business Department, Components Sales Department Headquarters, General Purpose Motor Department, Hermetic Motor Operation, and headquarters of the Appliance Components Business Division. Clockwise, from upper left: SMD keeps employees up to date about the business in an information meeting; ACSO Relations Manager Max Greeno answers pension and social security questions for 19-4 employee "Dac" Kibiger; HMO Manager Dan McDonald addresses employees in small groups; STBD winders Larry Williams and Walt Rieger display one of the largest transformers ever built here; CSD employee Linda Borgmann keeps in touch with customers on a "crisis line" computer terminal during last winter's snowstorms; and GPM's Glen Rout conducts an intensive "Five Star Motor School" designed to update the motor application and selling skills of GE franchised distributors.

GENERAL ELECTRIC

The "Works News" has been devoted to the interests of GE employees since this first year edition in 1917.



Special thanks

Special contributions to this issue of the GE NEWS came from: Bob Parker, former editor; Rex Mericle, plant photographer; and all those who sent in materials for a salute to GE's history.

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100 Years of Progress for People

On our cover

The special color cover of the centennial issue of the GE NEWS celebrates 100 years of Fort Wayne progress. Clockwise from top left: the Columbia Street location of Jenney Electric Company from 1883 to 1886; Joe Horvath, of Area Services, displaying a GE 100 logo made of miniature sculptured metal roses to Ray Minnick, of Specialty Transformer, and his daughter, Judy; motors coming off the production line; and a view of the employment office at Broadway.

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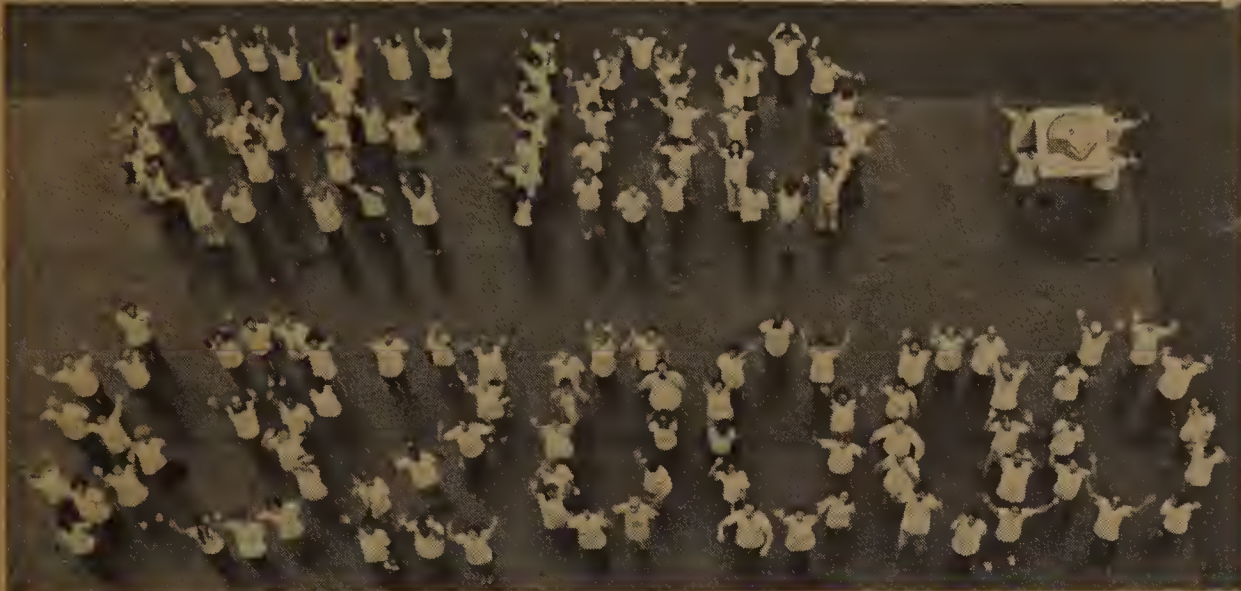
General Electric News

GE FORT WAYNE, INDIANA

OCTOBER 20, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 35



GREG DORSETT sets up photo for News-Sentinel.



LLOYD STUBBINS, UW president; Helen Hayes, UW public relations.



SQUEEZING into a t-shirt for the picture was not always such an easy task. Phil Coleman gets assistance from John Carpenter.

\$320,000 to pour out of GE hearts for United Way agencies

The General Electric Employees' Community Services Fund (ECSF) Board has announced a \$320,000 pledge to the United Way of Allen County.

The combined pledge includes \$231,000 from employees and \$89,000 from the General Electric Company. The pledge from GE men and women represents a more than

14 percent increase in the annual rate of contributions at the start of this year's ECSF campaign drive.

The pledge was dramatized when 137 employees joined together to form an outline of the pledge in the parking area at East Broadway facilities. The outline formed the words "GE 100" to celebrate the company's anniversary

year and "\$320000" to represent the pledge amount. The display was documented by photographs taken atop Building 18 by GE Plant Photographer Rex Mericle and Greg Dorsett of the News-Sentinel. Set up was assisted by Barry Ashton, Northrop High School Marching Band Director, and Tim Schlie, of the graphic arts department.

Major customers tell what keeps them doing business with ACBD

Selling components to manufacturers of appliances and other products is a highly competitive business and one that requires strong awareness of customer needs.

One of the ways the Appliance Components Business Division provides a service to its customers is by sponsoring Advanced Industrial Management Seminars (AIMS). During the seminars, representatives of major Division customers learn ways to develop a wide variety of skills including listening, communicating, personal development, planning, interviewing and others.

To learn what customers expect of GE, some of the representatives were asked at random for comments. Their responses, which reveal a strong emphasis on quality, price and delivery, follow:

Charles E. Sukup, vice president, Sukup Manufacturing Company, (customer of half horse-

Tecumseh expects fast delivery, low costs

power and 1.5 horsepower motors from GPM Section 14 for application in grain stirring equipment on farms) — "Our application requires a totally enclosed, fan cooled motor with high starting torque — a motor that may sit idle for many months of the year until harvest time. Why do we do business with GE? One reason is the persistence of Bob Cunningham, the GE sales rep in Des Moines, and the other is probably GE's quality. Quality has just never been a problem with the GE motors we buy. So as our market grows, with the need by farmers for greater storage capacity, we'll probably stick with GE for quality."

Robert J. Wilson, manager of engineering services in the Refrigeration Engineering Department at Tecumseh Products Company, (buys hermetic motors from HMO and fan motors from SMD) — "We expect fast delivery, a low price and high quality. Probably most important to us is fast delivery because of warehouse limitations, but of equal importance, because motors for us are specially designed, is the tremendous engineering help we count on from GE."

Donald Kettelman, chief engineer-product engineering, Tecumseh Products Company — "Why buy from GE? GE representatives know what they're doing. They know the product and if there is ever a problem, we've always been able to get quick action. GE is just a reliable vendor. Even though the GE service rep-

resentative may change, the level of competence of service has always been high."

Jim Reuther, buyer for Bohn Heat Transfer Division, (customer for a wide variety of GE motors from very small to largest; applications include small evaporator units for a salad bar in a restaurant to 300-ton air conditioner units for a bank building) — "What we expect is good, high quality at a fair price and good sales service. The quality of the product, in particular, is crucial. Our reputation in the industry depends on the quality of the GE components we put in our product."

Carrier wants competitive price

James J. Watson, manager-fabrication engineering, Carrier Corporation, (manufacturers of air conditioning and heating units, customers of GPM, HMO and SMD) — "Timely service and competitive pricing are important to us. Since Carrier is both a customer and competitor to GE, we have a special relationship. For example, we need GE expertise in the motor field but not in the engineering design of our products that we sell in the market."

This seminar is proven testimony of the open attitude that GE has toward its customers. We appreciate it. We have a high opinion of GE for spending the time and money on this type of seminar. The management expertise we learn here will help us to be a healthier company. And the healthier we are, the more motors we are likely to buy from GE."



MANAGEMENT SKILLS DEVELOPMENT was the topic when the Division recently hosted representatives from major customers. Fort Wayne manager of Manpower Development Ed O'Hara leads a discussion about the importance of planning.



QUALITY was on the minds of many seminar participants during the sessions. Tecumseh's Tara C. Kandpal, chief value engineer in their Refrigeration Engineering Department, listens intently.



LEADING a group discussion was part of each of the customer representative's roles during the seminar. John P. Elsan, supervisor at applied mechanics for Capeland Corporation, illustrates his ideas on paper during a group presentation.

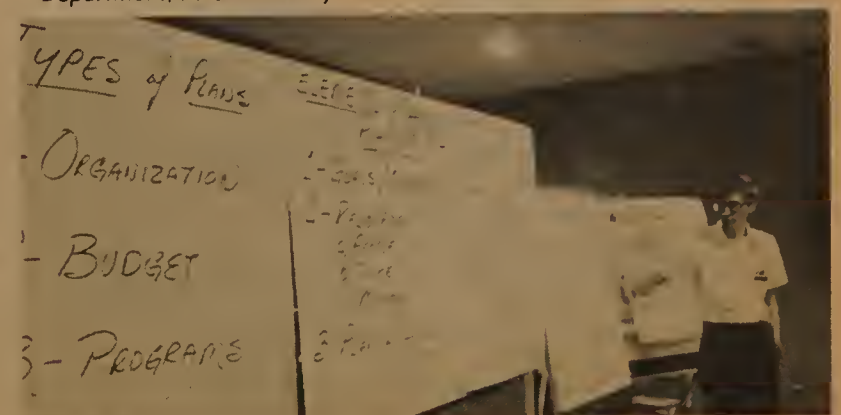
Vacation Banking letters coming with paychecks

If you want to use the company vacation banking plan in 1979, be sure to look for a letter about it to be passed out with payroll checks next week.

Who's eligible for vacation banking? If you are entitled to vacation time over three weeks, or in excess of the plant's primary shutdown, you are eligible.

It works like this: You "bank" one or more full days of vacation

Please turn to Page 4



IN HIS COMMENTS about GE, Carrier's James J. Watson, manager-fabrication engineering, stressed timely service and competitive pricing.

Transformer hosts 3000 for anniversary open house

About 3000 retirees, employees and their families attended the Specialty Transformer Open House October 7 in celebration of the company's anniversary.

The day included a drawing for 100 prizes, "Guess the Weight" of laminations, fish pond for children, games, demonstrations of equipment such as winding machines and presses, product displays, food and music by Dick Seager and his band.

Handouts were given all those who attended. They included aluminum coasters made in Building 26-4, and laminated games produced on the Wiedematic machine in Building 27.

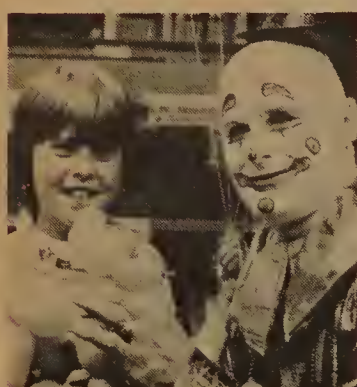
A brief history booklet featuring STBD, Fort Wayne Works and the General Electric Company inter-relationships was also available. The commemorative booklet was prepared by George Dykhuizen, Charlie Gnau and former GE NEWS editor Bob Parker.

Larry Rybicki served as open house chairman.



RETIREE DICK MILLER enjoyed receiving the STBD history book and tour guide available at the open house.

BALLOONS surround Specialty Transformer Business Department Engineer Stan Reidenbach during STBD's Open House. The balloons, other decorations, and many carnival activities, as well as manufacturing process demonstrations, made for a festive atmosphere for GE employees, retirees and their families who attended.



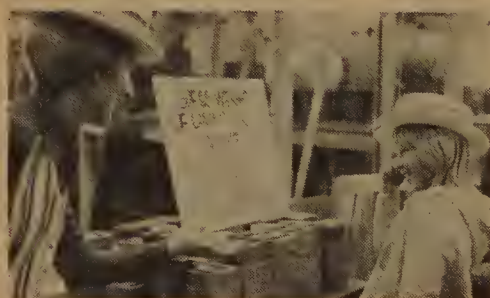
KELLY THE CLOWN was on hand to entertain the kids with balloon animal making.



DEMONSTRATING how a coil is wound is Gary Puckett, Building 27 winder.



DART THROWS were kept going by Clyde Kelso and Thelma Lovelless.



GUESSING the weight of laminations was fun for the children and a challenge for the adults.



PRAD ZAVERI and family.



AMY DULL, tour guide, shows how power supplies are built in Building 26.

POP: Candidates selected for open positions

The following is a list of those individuals selected for positions in the Promotional Opportunity Program (POP). Job numbers missing have either already been listed in the GE News or will be as the position is filled.

POP postings of open positions through Level 9 are posted on special POP bulletin boards in many parts of the plant. The job openings are posted twice each week. They are put up by 11 a.m. on Tuesday and removed on Friday. Self-nomination forms for these jobs must be in the locked pick-up box by 9 a.m. on the Friday following the posting. A different set of jobs is posted by 11 a.m. on Friday and removed the following Tuesday. Self-nomination forms for these must be in the locked pick-up box by 9 a.m. on Tuesday.

Herewith are the latest selections:

NUMBER	POSITION	CANDIDATE SELECTED
263	SMD secretary, Debbie Riley	
264	STBD supervisor-shop resources, John Segyde	
265	GPM stenographic clerk, Charlotte Stoval	
266	GPM general clerk, Margie Cantrell	
267	GPM confidential service clerk, Mary Miller	
268	SMD operator computer real time, Carol Davis	
269	GPM secretary, Linda Druhot	
270	ACSO general clerk, Sharon Dafforn	
271	ECRO employment practices clerk, Donna Krauskopf	
272	GPM specialist-GEARS & taxes, Arthur Keating	
273	ECRO clerk HSR system, Rebecca Thrush	
274	SMD specialist-product application, Lee Finch	
275	SMD requisition service clerk, Lois Ellis	
276	ECRO employee services clerk, Mary Deeds	
277	GPM timekeeping clerk, Sarah Warwick	
278	GPM keypunch/terminal input operator, Kathy Clark	
279	ACSO general clerk, Jean Edwards	

- 280 — HMO supervisor-winding & finishing, Cancelled
- 283 — STBD specialist-mfg. engineering, Eric Murach
- 285 — HMO keypunch-time clerk, Virginia Daugherty
- 286 — ACSO specialist process planning, Ned Greulich
- 287 — GPM steno-secretary, Karon Prosser
- 288 — GPM file maintenance clerk, Sheila Harrington
- 289 — SMD production clerk, Geraldine Franke
- 290 — HMO supervisor-winding & finishing, Cancelled
- 291 — DIV supervisor-general & tax accounting, Michael Rumble
- 292 — HMO supervisor-mechanical, Joseph Jackson
- 293 — SMD operator computer real time, Paulette Robinson
- 296 — GPM specialist-cost analysis, Alfred Mullins
- 297 — GPM specialist-operations analysis, Sandra Huddleston

General Electric News

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100 Years of Progress for People

In Memory

HERBERT COOK, Punta Gorda, Florida, died August 31. He retired in 1966 from the Specialty Motor Department.

ALLEN KLINGER, Galion, Ohio, died September 3. He retired from a packing assignment in General Purpose Motor.

MELVIN FAUST, 2923 Santa Rosa Drive, Fort Wayne, died September 10. He retired in 1974 as Supervisor - Time Standard and Computer Application from GPM-26, Taylor Street.

MERRITT MORTON, 2603 Fair Oak Drive, Fort Wayne, died September 11. He was employed as a Class A Grinder in ACSO - Broadway.

JOHN A. BIRCHMEYER, 2109 Brooklyn, died July 8. He retired in 1964 as a telephone repairman.

CHARLES W. SHAW, 7128 Peerless Drive, died August 17. He was employed in the mold and die repair area at GPM-Winter Street.

GEORGE W. GELZLEICHTER, Huntington, Indiana, died September 4. He retired in 1975 as a cylindrical grinder at GPM-Broadway.

ELEX NOVEMBER CALENDAR

November supper to feature music of barbershop quartet

- 1 — Elex Club Executive Board meeting, 1 p.m., GE Club
- 2 — Pen-El Chapter Board meeting, 9:30 a.m., GE Club
- 3 — Quintus Chapter Board meeting, 9:30 a.m., 6440 South Fairfield
- 6 — Partizan Chapter Board meeting, 11:30 a.m., Lucky Steer Restaurant, 2012 Getz Road
- 7 — Reservation deadline for Elex Club November 13 supper and program
- 8 — Pen-El Chapter luncheon, 12 noon, Bethany Presbyterian Church, 1616 West Main Street
- 9 — Reservation deadline for Elex Club November 16 luncheon and program
- 13 — Elex Club supper and program with "The Adamizers Barbershop Chorus" and "Friends In Common Quartet." Elex Members only, tickets \$3.65. Supper served from 4:45 to 5:45 p.m., MENU: stuffed pork chops, au gratin potatoes, cut broccoli, Waldorf salad, pumpkin pie, rolls and beverage
- 15 — El-Par Chapter Social Meeting, 1 p.m., L.S. Ayres Dining Room, Glenbrook Shopping Center, 4201 Coldwater Road
- 16 — Elex Club luncheon and program with Doug Blake from "The Craft Showcase," 11:30 a.m., tickets \$4. MENU: baked lasagna, salad, rolls, coffee
- 17 — Quintus Chapter social meeting, 1 p.m., YWCA, 2000 Wells St.
- 20 — Elex Executive Committee meeting, 4:45 p.m., Bldg. 18-3 Conference Room
- 21 — Partizan Chapter Anniversary Tea, 12:30 p.m., Salem United Church of Christ, 2401 Lake Avenue
- 27 — Honor-ettes Chapter social meeting, 1 p.m. Salem United Church of Christ, 2401 Lake Avenue
- 28 — Elex Club Executive Board meeting, 7:30 p.m., Bldg. 18-1 Conference Room

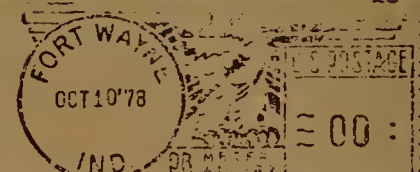


Mail carries GE 100 logo

All mail leaving the plant this year that requires U.S. postage sent through the Broadway mailroom is carrying the word of the GE centennial celebration with it.

The special commemorative stamp (shown below) was ordered through corporate services, and appears in a similar fashion in other GE locations too.

Doug Imbody, distribution clerk, demonstrates how the special postage stamp is applied.



'GE NEWS' centennial edition available in 18-3

Extra copies of the centennial issue of the GE NEWS are being made available in Building 18-3 because of the demand for the special 8-page, color edition of the paper.

All those interested in getting the special edition are requested to please stop by the newspaper office, rather than phoning.

The supply of papers will be available on a first come, first served basis.

In response to continued inquiries, the GE NEWS will also be publishing old photographs (as shown on this page) until the end of the centennial year. Send photos to: GE NEWS, Building 18-3, 1635 Broadway, Fort Wayne, IN 46804.

Baseball memorabilia for sale

An autographed baseball, signed by members of the championship 1947 GE baseball team, will be sold at auction October 25 at Lighted Acres, 5 miles south of Fort Wayne on State Road 1.

The baseball is in the estate of Warren "Jim" Adams, a former sponsor of the team. It will be auctioned at about 4 p.m.

Correction

A photo from the Quarter Century Club Outing, appearing in the September 29 issue of the GE NEWS was incorrectly identified. Pictured was: Harry Lehman, retiree with 50 years' service; and his wife, Leona Lehman, a 1971 GPM Broadway 4-2 retiree with 34 years' service.



LIGHTING equipment manufacturing was done in this photo taken about 1918. It shows an interior view of Building 17. (Courtesy of Paul Grogg; If you have historical photos to share with readers, send them to GE NEWS, Building 18-3, 1635 Broadway, 46804. All materials returned to sender.)

Vacation banking

Continued from Page 1

in excess of three weeks. You are paid normally for the "banked" days. Your vacation pay for those days is credited to a retirement option account under the savings and security program.

If you don't have a retirement option account, one can be opened for you.

"Banked" pay invested in one of the S&SP securities is held until retirement, or until your service with GE is terminated.

The decision to bank vacation days is irrevocable. That means that if the family or plant production plans change, you can't change those banked days back into vacation days.

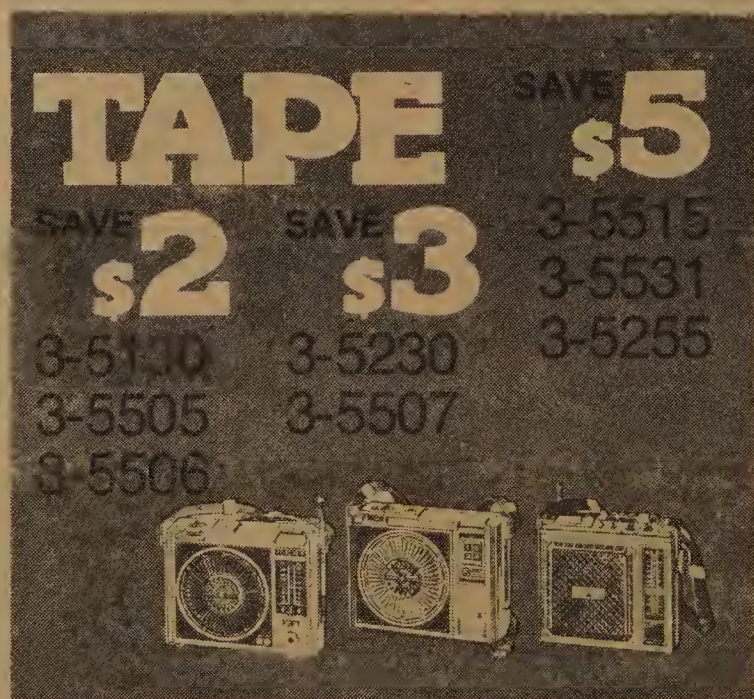
This information about the vacation banking should not be interpreted as a solicitation for participation in banking, but simply a reminder to eligible employees to study the benefit.

Those who want to use banking should contact the payroll office or employee relations office in their area to get the proper forms.

Deadline for vacation banking for 1979 is November 30, 1978.

FALL BIG SOUND REBATES

GOOD UNTIL NOVEMBER 26
THESE AND OTHER SAVINGS:



— EMPLOYEE STORE

1030 SWINNEY

11-5:30 WEEKDAYS

IU-PU may offer adult learning services workshops with employees here

Kay Hahn, from the Adult Learning Services of IU-PU Fort Wayne, is willing to hold workshops with employees regarding career planning and other educational interests. As a first step, we would like to find out the amount of interest which exists for this service. If you are interested, please complete the following form and forward to Roberta Anderson in 4-1.

Name _____
Work Location: _____
Grade/Level/R Level: _____
Extension Number: _____ Shift _____

I am interested in: (Please check all that apply)

- ☐ interest exams (\$3)
- ☐ vocational training
- ☐ college diploma
- ☐ evening correspondence study
- ☐ career planning or career change
- ☐ return to learning workshops
- ☐ life direction seminars
- ☐ other: _____

Workshops scheduled at the following times would be best for me: (Please check one)

- ☐ lunch periods
- ☐ after work

This form must be returned to
Roberta Anderson, 4-1, 1635 Broadway 46804

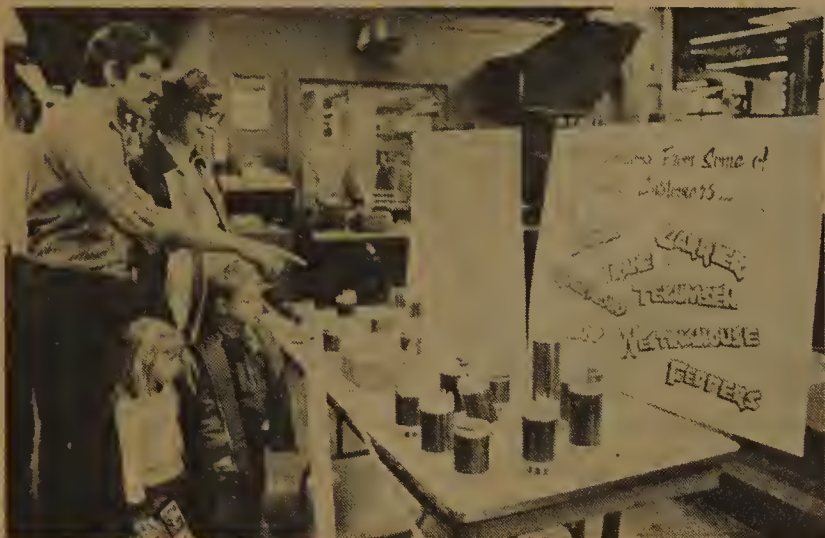
General Electric News

GE FORT WAYNE, INDIANA

OCTOBER 27, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 36



ENJOYING CENTENNIAL salutes in their product departments this year are (top) Tom Federspiel and his family looking over a rotor display of Hermetic Motor Operation model variations. (above left) Over 2,000 General Purpose Motor children enjoyed a variety of carnival rides that included ferris wheels, merry-go-round, swing rides, panies, a stage coach and a giant balloon costume. (above right) Chris Keck, daughter of GPM engineer Art Keck, brought the musical entertainment abilities that helped her win the Miss Fort Wayne title to the GPM Talent Show during their "Centennialfest." (Related photos on pages two and four of the **GE NEWS**.)

\$6 million lost order emphasizes competitive pressure in marketplace

Recently, the Appliance Components Business Division lost a high share of a major customer's motor business.

The loss amounts to a \$6 million decrease in next year's sales and emphasizes the competitive pressure now existing in ACBD's marketplace.

Loss of this order followed an announcement of a price increase of less than 4 percent by one of ACBD's motor departments. "Even though the price increase was more modest than those in the past and was an attempt to recover only a portion of the higher costs of manufacturing motors, the new price was the major factor in the customer's decision to place this business with another source who, in a bold move to gain additional business, has announced a smaller increase," explained Gary Martin, sales planning specialist.

The effect of the sales loss means fewer jobs will be available in the future, unless the order can be made up with increased sales to other customers. "This large an order is very difficult to recover since customers seem to be more price sensitive than ever before," Martin said.

HOW CAN COMPETITORS UNDERCUT ACBD PRICE INCREASES?

While GE motor competitors face some of the same pressures,

they often take advantage of their strategically located southern plants where labor rates can average as much as 30 percent less than rates in Fort Wayne. In addition, these competitors typically do not have the research and development expense to match ours since their lower labor costs

Can We Stack Up?



ease the pressure for investments to improve material utilization and gain higher factory productivity. By comparison, GE maintains a high emphasis on technological advances and productivity improvements which reduce costs and improve product quality.

WHY ARE OUR CUSTOMERS SO PRICE SENSITIVE?

The sizeable productivity gains and new design innovations in the past have allowed product departments to cost reduce components so that price increases have been very moderate. "As a result of this pricing trend, increases have not kept pace with recent inflation rates. With low price, customers also expect high quality and reliability from GE," continued Martin, "so this has made it difficult for ACBD to remain competitive."

WHAT CAN BE DONE?

Since many of our core businesses are mature, the opportunities are not as great for cost reductions from process innovations and productivity improvements. The people who study factory efficiency say smooth operation in the manufacturing process is needed. Reliable attendance, participation in the suggestion program and cost improvement projects, as well as highly developed skill and effort on the job help the operation run smoother. "In the final analysis, the best way to head off the competitive threat is to continue making the highest quality product at the lowest possible price of any manufacturer in the industry," Martin concluded.

Plant gate interviews reveal:

Employees thinking about Nov. 7 elections, planning to vote

As the November 7 elections approach, many plant employees are turning thoughts toward choosing and supporting the candidates of their choice.

General Electric encourages participation in the election process in a program called "Constructive Citizenship." Already, as part of the local program, posters to remind employees of the elections have been placed in various plant locations, information was published in the **GE NEWS** about how to register to vote, and a constructive citizenship pamphlet was sent out with paychecks.

The program stresses that it is completely non-partisan and voluntary, not designed to further any one party, candidate or issue.

In the Fort Wayne area, anyone interested in working for candidates or giving money to campaigns should contact: Democratic Headquarters, 422-8502; or Republican Headquarters, 422-1554. Those interested in working on campaigns other than the two major parties should contact other party candidates directly.



Joe Alexander
Hermetic core insulation
GPM-Winter Street

"I believe everybody should vote. If they don't, they're losing one of their rights — rights that people have been willing to die for in the past."

"What I think we need to stimulate more interest in elections are strong candidates who can get people back to believing in government."

(Joe, who has been active as a volunteer for his party since 1966, is a precinct committeeman and assistant ward chairman, 1st district.)



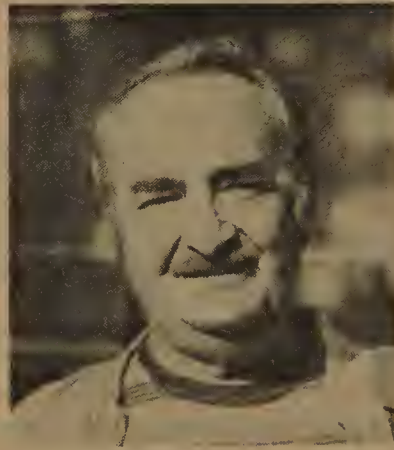
Joyce Snider
Winding Section 14
GPM-Taylor Street

"I vote because I like to feel a part of things. The candidates I favor are the ones who are really for the people, the common man."

Take action

I hope other people will get out and vote, too, because it doesn't do any good to sit back and gripe while everyone else is out voting to elect a candidate.

If people took more interest, things would just be a lot better than they are now."



R. Wayne Bastian
Carpenter, 8-1
Area Services - Broadway

"Sure, I'll be voting again this year — I just don't miss. What I'm really interested in are the concerns of the working person because I feel it is they who carry the brunt of the costs to support the government through their taxes."

Makes things better

I vote because I basically still believe that voting can help make things a little better for everyone."

GPM Centennialfest attracts thousands to Coliseum and park



MORE THAN 30 GPM employees and family members entered a 3-mile marathon that made its course around the City Utilities Park and Coliseum. (Left) Dean Nygard, son of Section 14-Taylor Street employee Jack Nygard, outdistanced all competitors.



BARKER Dot Thompson of Broadway helps youngsters as they try to win the giant stuffed Snoopy dogs in one of the midway's carnival booths. (Right) Dave Berges, Section 14 general foreman, dons flippers, snorkle and mask to face the chilly October waters in the dunking tank. Fifteen other supervisors were 'elected' by the employees to join him.



GENERAL MANAGER JIM WARREN'S JUG BAND was a highlight of the talent show where employee musical and comedy talents were displayed — and occasionally GONGED — by a panel of critics.



HOBBY AND CRAFT enthusiasts displayed their wares in the Coliseum's Exhibition Hall as about 5,500 GPM people attended the department's anniversary "Centennialfest".

Discussions to combine Cox Broadcasting with GE continue

General Electric Company and Cox Broadcasting Corporation have announced that their respective Boards of Directors have authorized their officers to enter into negotiation of a definitive agreement for combining Cox Broadcasting with General Electric's radio-and-television broadcasting and cable-television businesses.

Commenting on the joint announcement, GE Chairman Reginald H. Jones said: "General Electric has been a pioneer in radio and television broadcasting. We welcome this opportunity for GE to extend its broadcast services by building upon Cox Broadcasting's fine record of entertainment and public service through the electronic media."

GE, as employees know, is a leading supplier of consumer products and services, industrial products and components, power systems, technical systems and materials, and natural resources. In 1977 it recorded sales of \$17.5 billion and profits of \$1.1 billion, or \$4.79 per share.

Cox Broadcasting is engaged in television and radio broadcasting, cable television systems, automobile auctions, business publishing, and motion-picture production. In 1977 it had operating revenues of \$186.4 million and profits of \$25.5 million, or \$4.11 per share.

Negotiations were authorized on the basis of a tax-free exchange of 1.3 shares of GE common stock for each share of Cox

stock, provided that in no event will Cox shareholders receive less than \$65 nor more than \$72 worth of General Electric stock for each Cox share. At announcement date market value (10-4-78), the formula would result in the issuance of an aggregate of approximately 8.8 million GE shares worth about \$467 million. The minimum dollar value issuable would be about \$440 million and the maximum about \$488 million. The actual number of shares to be issued would be determined by the average of the closing prices of GE stock during a 20 trading-day valuation period immediately prior to the date of closing on the transaction.

Completion of the transaction between GE and Cox Broadcast-

ing is subject not only to the negotiation of a mutually satisfactory agreement but also to approval by the Boards of both companies and the shareholders of Cox. Additionally, the transaction will be subject to requisite governmental approvals, including that of the Federal Communication Commission.

Since the combined stations of General Electric and Cox would conflict with the FCC rules on the

ownership and location of broadcasting stations, three VHF TV stations and at least one AM radio station and five FM stations would have to be sold. However, the exact number of radio stations depends on several factors, including which television stations are retained. At the present time, no decisions have been reached as to which stations from the combined group would be affected.

Broadcasting facilities currently owned by General Electric Company and Cox Broadcasting Corporation are as follows:

General Electric Company

Albany/Schenectady/Tray: WGY (AM); WGFM; WRGB-TV
Denver: KOA (AM); KOAQ (FM); KOA-TV
Nashville: WSIX (AM and FM); WNGE-TV
Boston: WJIB (FM) San Francisco: KFOG (FM)

Cox Broadcasting Corporation

Atlanta: WSB (AM and FM); WSB-TV
Charlotte: WSOC (AM and FM); WSOC-TV
Dayton: WHIO (AM and FM); WHIO-TV
Pittsburgh: WTIC-TV
San Francisco/Oakland: KTVU-TV
Las Angeles: KFI (AM); KOST (FM)
Miami: WIOD (AM); WAIA (FM)
Philadelphia: WWSH (FM)
Baltimore: WLIF (FM)

RETIREMENT REFLECTIONS

SADIE DIXIE, 31 years' service **SINCE 1946** general restaurant worker in the cafeteria **RETIRED SEPTEMBER 1978** cover connect and anchor leads in the Specialty Motor Department at Taylor St. **PLANS:** "Take each day as it comes."



NANCEE M. MORGAN, 22 years' service **SINCE 1956** as a general clerk **RETIRED OCTOBER 1978** as a general clerk with Specialty Transformer Department. **PLANS:** "Keep busy and learn contact bridge."



LESTER V. DURBIN, 38 years' service **SINCE 1940** helper in Fractional Horsepower Motor **RETIRES NOVEMBER 1978** sample expiditar with General Purpose Motor Department. **PLANS:** "Go to Florida."



FRANCES M. NELSON, 37 years' service **SINCE 1941** packer **RETIRED OCTOBER 1978** trucker in the Specialty Transformer Department. **PLANS:** "Take it easy."



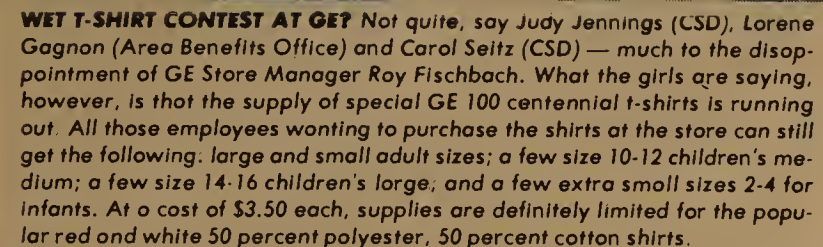
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100 Years of Progress for People



In 1977 General Electric purchased \$22 million worth of goods and services from 672 minority vendors. This represents 3.5 times more than was purchased in 1974 from 339 minority vendors, the year the company began keeping records about its program to encourage minority-owned enterprises to become GE suppliers.

"This is an achievement GE can be proud of," said Frank Doyle, Vice President for Corporate Employee Relations, "because it demonstrates our commitment to encouraging the development of minority-owned enterprises. By purchasing from these businesses we help assure minority suppliers an equitable place in the market thereby strengthening our overall economic system."

This General Electric program supports the national goal — established in '74 — of encouraging the development of viable minority-owned business as an additional means of providing equal economic opportunity for all Americans.

In Fort Wayne, this goal was furthered earlier this year when the Appliance Components Business Division sponsored an open house in which representatives of 14 minority firms based in Ohio, Indiana and Illinois met with local product department buyers.

The team of Pat Hadley, Kenny Kniss, Red Richardson and Lyle Johns won the annual GE Fall Tournament, a Florida Scramble event at the Cedar Creek Golf Club.

They won the event with a 10 under par 61 edging out the team of Terry Bashelier, Dick Parlow, John Elliott and Bob Farnbauch, which came in second with a 62. Third was the team of Russ Hapner, Chuck Boyce, John Wilder and Dave Haslup with a score of 62 via the backup system.

There were 23 four-man teams participating this year, considered an excellent turnout on a chilly day.

A feature of the tourney was an eagle 3 on the par five 10th hole by the team of Norma Pape, Lenny Wilson, Ralph Hill and John Stark.

Be sure to mark your calendar on Saturday, November 11, at 7:30 p.m. for a fun filled evening at the GE Club of free bingo. Groceries, and other prizes will be awarded. All family members are welcome to play. Youngsters must be at least twelve years old to participate.

GILBERT F. BOND, Clearwater, Florida, died September 7. He retired in 1962 as a requisition specialist at SMD-Broadway.

KATHRYN A. WOODWARD, 3810 Stafford Drive, died September 8. She retired in 1964 as a stamper at Taylor Street.

Did you hear the Ma-SONIC BOOM?! Well we sure did when **Bob Maloney** of the Masonic League left the runway with a fantastic 640 series. All systems were go when Bob throttled scores of 225, 217, and 198.

Dave Myers of the Hermetic League had all turbos at full force with a solid 608 series including good games of 226, 203, and 179. Jetting along in third place was Rich Blair of the Small Motor League with a smooth 602. Rich's series consisted of 214, 211, and 177 flight numbers.

Look out Small Motor because here comes the GE Office League! That's right. The Office guys zeroed in on the radar screen for a grand total of fourteen 200-or-better games. To top that off their colleague, Bill Kumfer, finished first with high game of the week with a sound breaking 243. The Hermetic League and GE Office League were close behind with tying scores of nine each over the 200 barrier.

More blasting 200s were reported by: Warren Wickliffe, Gil Baker, and Dave Locker, 223s; Scudder Chaney, 222; Tom Schible, and Harold Baker, 221s; Larry Myers, 215; DeRoy Weems, 214; John Jackson, 213; Herb Langer, Bob Shatzer, and Art Howard, 212s; and Duane Miller, 211.

The women matched the men with three high flying 500 series. Janie Fischer of the Tuesday Afternoon Ladies League was the number one ace with a fine 530 series. Janie didn't stop there. She went on to capture high game of the week with a 212. Second place went to Emma Peterson of the Monday Morning Ladies with a super 524 series including games of 194, 190, and 140. The Maws and Paws were all smiles to see Ann Huttlinger grasp third place with a 510. Ann hangered a good 180 in that series.

Second high game of the week went to Elsie Oliver of the Monday Morning Ladies League with a resounding 203. Elsie also had a 195 the week before. Connie York of the Sunday Nite Mixers was only one pin away for third with an even 202. Word has it she beat her husband Dave. How about it Dave?

More honorable scores went to: "Gertie" Jones, 191; Matilda McBride, 190; Pat Nash, and Melissa Flory, 189s; Gertrude Savage, 187; Janice Blakeley, 186; and Jean McDaniels, 185.

Snoopy, alias **Patty Franklin** of the Junior League, was no match for the Red Baron, and came out of cloud nine with a smashing 198. Two co-pilots next in line were **Anita Lowery** with a 184, and **Teresa Trimble** with a 180.

Kevin Senter, our junior alley attendant, performed his best stunt with a great 220. The junior boys finished the show with three more 200s. Kyle Rickman, and David Runser netted 207s; and Mark Shoppman a 202. I call that good team work.



GOLF CHAMPS — Team No. 3 of the Wednesday, Brookwood Golf League (AMDO) won the GE Club Championship Playoff at the Willow Ridge Golf Club recently. The first place championship team consists of Mike Hadley, Harold Lehmon, Lloyd Grider and team captain, Pete Gorrell. This is the second year in a row this team has won the championship.

***ADLETS**

RIDE WANTED

**HESSEN CASSEL RD to Bdwy, 2nd
shift. 447-3234.**

FOR SALE

**SOLID MAPLE TABLE, 4 chairs,
hutch, ex cond. 638-4771.**

**'70 EL CAMINO; medicine cabinet;
Avon collection, mst sell. 747-4900.**

**'73 CAMARO, auto, gold w-bk vinyl
top, sharp. 1850. 432-5991.**

**'76 FORD CUSTOM CLUB VAN, 460,
good cond, make offer. 638-4389.**

**SNOW TIRES on Plymouth rims,
H78x14, \$35. 493-1431.**

**WOOD BURNING STOVE, Atlanta
auto-therm, \$175. 672-3983.**

**'69 PLYMOUTH CONVERTIBLE,
PS, PB, 318, auto, \$800 or bst
offer. 447-9728.**

'67 HALF TON FORD w-cap, new snow tires, runs good, \$700. 747-3557.
ROLL AWAY BED, good cond, \$25. 447-4208.
MOBILE HOME TRAILER HITCH, \$75; boat hitch, \$10. 745-1645.
RECLINER CHAIR, \$25, good cond. 747-4473.
'77 CHEV IMPALA, fully equipped, call aft 6 p.m. 749-0263.
CEMENT MIXER, 3 cu ft w-mtr, \$25; 12 ga reloader, \$75. 627-3264.
0- MILS-MITUTOYA; 0-1 MILS-Lufkin; 2-3 MILS-Lufkin. 447-4862.
BRASS PULL DOWN LIGHT; medicine cabinet w-side lights. 745-4122.
DRUMS, \$300; maternity dress sz 12, \$10. 747-6507.
NAVAHO AFGHANS, new pattern. 693-2687.
'76 HALF TON CHEV TRUCK w-cap, many extras. 432-7628.
WALKING GARDEN TRACTOR w-snow blade, 40", Sears. 483-8685.
'71 TORINO, call aft 5 p.m. 483-9258.

50 GAL HOT WATER HEATER, 30" electric range. 422-4105.
ANTIQUE GLASS FRUIT BOWL, celery dish, grape pattern, \$18. 424-3190.
POCKET SCANNER, four channel, works good. 749-2237.
STEREO w-8 track, like new, Early American style. 627-3408.
SNOW TIRES (2), mtd on GM rims, B78x135, used 300 mi. 485-4000.
'77 17.5' INVADER w-'78 150 hp Black Max & trailer. 485-6663.
'72 FORD VAN MAGS, set of tires & whls for winter. 484-3038.
WAYNE OIL BURNER for furnace, used 1 yr. 745-3533.
RUG HOOKING EQUIPMENT & wool; school desk; fruit jars. 432-3695.
REM 22 AUTO RIFLE, nylon 66 w-case, \$75. 432-3274.
NEW TRUCK CAMPER STABILIZERS, chrome plated, \$25. 747-5463.
REFRIGERATOR, 22 cu ft, 3 door, side by side, coppertone, \$400. 485-2522.
STEREO RECORDER w-FM radio, 70" long, \$75. 485-9203.
FORD 8N, new paint, rebuilt motor, 7' snow blade, \$1795. 627-5549.
CORONET, Holton Collegiate, very good cond. 747-0031.
'74 PARKWOOD HSE TRLR, 70'x14', extra good cond, many extras. 627-2429.
JET PUMP for 2" well; 42 gal pressure tank. 432-7624.
ROUTER (Craftsman), 1 hp, used half hour, \$35. 747-4986.
WOODEN PLAYPEN w-pad; new 30x41 window w-storm & screen. 493-2241.
SCHWINN STINGRAY, boy's, light generator, good buy. 447-9696.
MEN'S CLOTHES, sz 40, shirts, sz 17 1/2, ex cond; 2 GE speakers. 456-4851.
RIDING TRACTOR, 8 hp, Briggs Stratton eng, ex cond, make offer. 432-0993.
AFGHANS for baby, \$5, nice gifts. 483-1574.
UPHOLSTERY DETERGER, Von Schrader, \$300. 456-5502.
LADY'S SHOES, new, Barefoot Freedom, white, 9AA. 743-1505.

COCKATERRI PUPS, father full-blooded cocker, 6 wks old. 447-6147.

88' CORR 4" PLASTIC TUBE, 20 cents per ft; child's school desk, \$5, alt 4 p.m. 489-4032.

2 CRYPTS, Covington Memorial Gardens. 743-8285.

2 BDRM HME, upstairs, basement & garage, 2102 Cozy Ct. alt 6 p.m. \$16,500. 432-0205.

GARAGE SALE 5 FAMILIES, Oct. 28, 8 a.m. to ?, 2215 Southway Drive.

WOOD OVERHEAD GARAGE
DOOR. 432-3763.
LEAF BLOWER 745-1588.
SMALL CHILD'S DESK; Fesma
ignition for 250 CC Bultaco 657-
5718.
BARBELLS & weight lifting bench.
637-3279.
OLD ORIENTAL DINING ROOM
FURNITURE. 745-1588.
ORCHARD SPRAYER. 485.8866.
BABYSITTING my Belle Vista
home, days, loving care. 747.0959

WANTED

BABYSITTING, days, good care, playmates, NW, \$25. 743-1817.

CHRISTMAS TREE, artificial. 747-0241.

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GE OBJECTIVES: Earnings growth, productive employee environment, socially responsive performance

Sustained earnings growth, a productive environment for employees, and socially responsive performance.

Those are the three major objectives which GE has set for its future. GE Board Chairman Reginald H. Jones emphasized them

in his remarks to about 1,200 GE share owners attending the Annual Share Owners Information Meeting at New York City's Felt Forum early in October, as he positioned GE for another "Century of Service."

GE — an enterprise launched

in 1878, when Thomas Edison and his associates invested \$50,000 to finance development of the light bulb — marked its 100th anniversary at the meeting. It is now the world's largest diversified industrial company.

Despite the historic milestone,

the focus of the meeting at the Felt Forum was very much on the future. Chairman Jones told share owners: "Our vision for General Electric, based on our heritage, is to be an enterprise at the leading edge of technology, management, and social change."

• On employees, Mr. Jones said that, in its first century, GE had developed perhaps the most diversified assemblage of talents in the industrial world and that this constitutes "GE's most indispensable resource."

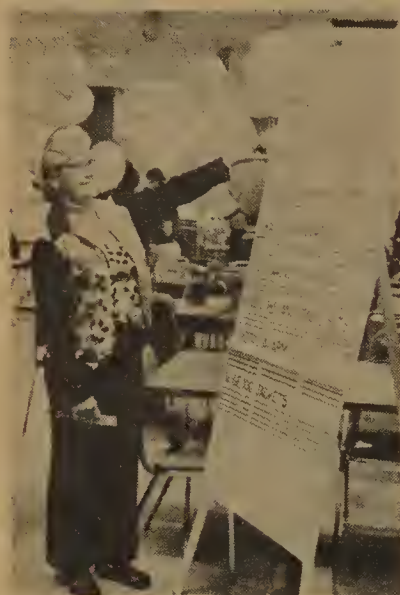
• On social performance, the GE chairman stated that one main thread ran through all the Company's history: the application of technology to the needs of society. "Our future, like our past, lies in the continuous extension of our capabilities to new uses, new markets, new products and services, new or contiguous industries where we can make a contribution that is profitable for our share owners and profitable for the societies we serve."

• In earnings, Mr. Jones set the target as "a growth rate higher than that of the gross national

product."

GE Vice Chairmen Walter D. Dance and Jack S. Parker provided the assembled share owners with an overview of anticipated worldwide opportunities in specific areas of GE interest.

Mr. Dance concentrated on the fields of energy, productivity and changing consumer preferences. He emphasized that there is good reason to believe that the same basic electrical technologies that started the world's second industrial revolution, plus some new ones, will power "the even more electrical world of tomorrow," adding that, no matter how the current debates on energy are finally resolved, GE will be in good position to supply the technology and equipment needed. Mr. Parker focused on GE's strong technological positions in materials, natural resources, and aerospace. He noted that, of the 30,000 professional engineers and scientists at GE, more than half are actively engaged in research and engineering work, thus providing what he called "a technological insurance policy for the future."



DOOR PRIZES were awarded to about 50 open house guests during the festivities of HMO. Mory Morquardt was chairperson of door prizes for the event.

Families, retirees tour Hermetics during Centennial



BENEATH the banner, Quality Analysis and Planning Manager Jim Wiegman talks with Plant Operation Manager Dan McDonald and Chris and Richard Jessup about a motor application.

DIRECTIONS helped visitors get the right start in their tour of the facilities at the open house. About 1000 people attended the celebration, which included a display of the monitor top refrigerator and a silent movie presentation, demonstration of manufacturing operations, refreshments and souvenirs.



RETIRES Butch Matthias and Walt Kryder received their welcome pack from Jim Wiegman.



DEMONSTRATING a tying job is Helen Shaw. Also learning from the exhibition were Wando Kriner and family.



KIDS loved the many surprises they discovered in their welcome pack. Nilo Shew helps Charlotte McCall and her family get ready for a tour. (right) Eric Murach, Matt Jones and Eric's son get the HMO welcoming balloon ready for ascent.



Scrap to sell at auction tomorrow

The General Electric Company in Fort Wayne will sponsor a public auction of obsolete and surplus equipment and scrap materials Saturday, October 28, in the salvage area at Taylor Street.

The auction will begin at 10 a.m. with entrance through the employee parking lot.

In Memory

MARGARET E. STUCK, 618 Cherry Street, died September 14. She retired in 1954 as a placer in Building 17-3.

HENRY A. BURKAMP, Woodburn, Indiana, died September 14. He retired in 1970 as a group leader in the Specialty Transformer Department.

EVA V. JOHNSON, Albion, Indiana, died September 16. She retired in 1976 as a tester in the Specialty Transformer Department.

HARRY KOKOSA, 5727 Lower Huntington Road, died September 19. He retired in 1973 as a cylinder grinder at GPM-Taylor Street.

OPAL V. COOK, 219 Putnam Street, died September 22. She retired in 1969 as a secretary from Winter Street.

LLOYD E. OBERHOLTZER, Harlan, Indiana, died October 3. He retired in 1962 as an inspector at Taylor Street.

EARL L. WATKINS, Warsaw, Indiana, died October 5. He retired in 1969 as a welder at Winter Street.

LOUIS SAUER, 930 Nuttman Ave., died October 6. He retired in 1959 as a bench lathe operator in Building 4-3.

JONATHAN W. BELL, 218 West Williams, died October 7. He retired in 1966 as a first class maintenance electrician in Building 20-1.

ARLO R. KISSINGER, 7211 Avalon Drive, died October 13. He was a leader at GPM-Winter Street when he retired in 1976.

DAVID BARTLE, SR. Grabill, Indiana, died October 20. He was a bench machinist at Section 113-Taylor Street when he retired in 1954.

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Non-Stick Coating!



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General Electric News

GE FORT WAYNE, INDIANA

NOVEMBER 3, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 37

Operations reflect third quarter strength, tough challenges ahead

General Electric's overall sales and earnings for the first nine months of 1978 (see related story this page) are a composite of many diversified business operations. Here's a capsulized look at operations in Fort Wayne during the same period, with comments about future business expectations.

APPLIANCE COMPONENTS SUPPORT OPERATION

The Advanced Manufacturing Development Operation continues to have a heavy work load concentrated mainly in the special equipment operation. Intensified efforts by European and domestic competitors to share in this business require us to continually improve design, application and manufacturing procedures.

In the Applied Research and Development Laboratories, the application of enhanced materials, and development of sophisticated testing apparatus utilizing computers, is requiring a strong work effort, which in turn provides the motor factories state of the art equipment to meet increasing customer requirements.

We see continued business strength through 1978 but see indicators of some slacking off in 1979 as has already been experienced by some appliance manufacturers. A continuation of this trend will impact our operations eventually, therefore they are being watched closely. (W. H. Ehner, manager)

GENERAL PURPOSE MOTOR DEPARTMENT

Sales performance during the third quarter was well ahead of last year. As expected, the growth has been primarily due to strong commercial and industrial sales and continued success in the Five Star Distributor Program. Air moving, pump and business equipment markets have exhibited moderate growth.

Competitive pressures appear to be increasing as the motor industry braces for an expected slowing of market demand in 1979. GPM's emphasis will continue to center on delivery performance,

cost improvement and quality — the three key ingredients to its long-term success as the leading producer of general purpose motors. (Walter T. Benecki, manager-marketing)

HERMETIC MOTOR OPERATION

Sales from the Fort Wayne operation of the Hermetic Motor Department during the first three quarters of 1978 showed a very modest growth and that trend should continue through the balance of 1978. The outlook for 1979, however, is not as bright and the operation will be faced with some very tough challenges as it attempts to offset a declining market, vertical integration, strong competition, and inflation. Productivity gains will be an absolute must if we are to protect our jobs and stay competitive in the central air conditioning compressor market.

In summary, 1978 will be recorded as a good year from a business and employment standpoint. The upcoming year presents some very tough challenges that must be addressed to protect Hermetic's future. (D. M. McDonald, manager-Fort Wayne operation)

SPECIALTY MOTOR DEPARTMENT

Sales growth for the first nine months is significantly ahead of 1977 and exceeds the company average. The department's air conditioning markets have been particularly strong along with good growth in international markets. Sales for 1978 will set new department records. In the third and fourth quarter, signs of softness have appeared in the refrigerator-freezer and air conditioning markets as customers reduce schedules to adjust their inventory levels. The housing market along with other key economic indicators are forecasted to trend down and challenges for the remainder of 1978 and 1979 will be to remain highly flexible in meeting customer requirements in a changing market environment. (W. R. Fenoglio, general manager)

SPECIALTY TRANSFORMER BUSINESS DEPARTMENT

A strong market for transformers for use in industrial and commercial buildings for power distribution and for incorporation in heavy industrial equipment has offset declines in some other markets in Specialty Transformer's third quarter business picture. The result is real volume growth higher than that of the overall economy for 1978.

The department plans to maintain this high production rate for the remainder of this year and into 1979, based on favorable levels of activity in contracts being awarded for construction of new buildings, and high backlogs or orders in heavy machinery industries that use transformers as components in their equipment. (D. R. Kearns, manager-strategic planning)

Nine months profit

rate just over

6 cents on each

sales dollar

General Electric's sales amounted to \$14.25 billion in the first nine months of 1978, compared to the \$12.79 billion reported in the same period of 1977.

Earnings for the first nine months of 1978 were \$866.1 million - a profit rate of 6.1 cents on each sales dollar. The earnings total compared to the \$755.8 million reported for the first nine months of 1977.

Sales in the third quarter of 1978 were \$4.84 billion, up from the \$4.35 billion reported for the same quarter of 1977.

Earnings were \$298.9 million in the third quarter, Chairman Jones reported. This was an increase from the \$268.5 million for the third quarter of 1977.

Commenting on the results, GE Chairman Reginald H. Jones said that earnings continue to exceed last year's performance, although not at the same rate of improvement experienced in the first half of 1978. The improvement was broadly based. Most GE businesses are maintaining strong operating margin rates. However, Australian operations of Utah International were affected significantly during the quarter by a miners' strike of approximately seven weeks. Other income for the third quarter of 1978 included a nominal non-recurring gain realized from the sale of the Company's investment in Osram GmbH.

Results from the GE Industrial Products and Components Sector, of which the Appliance Components Business Division in Fort Wayne is associated, reported earnings up from the 1977 quarter, with businesses serving the construction markets and appliance components being particularly strong (see related story on this page for a review of the results for local operations).

Store to discount merchandise

Inside today's GE NEWS is a special eight page advertising supplement for the Employee Store, containing many outstanding bargains. The "Fall Festival" celebration at the store is a time when discount prices can be realized during the two-day special sale. Many door prizes will be

given away each day, including a grand prize portable TV.

The sale lasts just two days, Thursday and Friday, November 16 and 17, with special hours of 11 a.m. to 8:30 p.m. to allow shoppers to take advantage of the many discounts available before the holidays.



EXAMINING some scrap steel rod sold last Saturday at auction is ACSO's Dale Yoder. Much of this type material was sold by the piece or in small bundles during the auction so employees could bid on particular items of interest to them, rather than in large lots. (Related photos on Page 4)

Scrap auction to repeat on Dec. 2

Last week's sales help cut costs for buyers, sellers

Due to the success of the first General Electric public auction last week, more surplus equipment and scrap materials are presently being gathered in preparation for a second auction, now set for Saturday, December 2.

Everything from wire and antique oak office furniture to machinery and bar steel sold last Saturday, October 28. "We have more items available than we had time to sell last week and more yet to come in for the second auction," said Jim Zehner, supervisor of salvage service.

All product departments in Fort Wayne and Decatur contributed to the first auction, as they will for the second. "Basically the auction allows the departments to get more out of some of the materials than they would if it

Please turn to Page 4

INSIDE:

Hermetics wins

United Way awards, see Page 2



ON BEHALF of the Hermetic Motor Operation, these representatives received two area awards for HMO's outstanding United Way drive this year. They are: Don McDonald, manager; Claude Sparks, department chairman; Don Heredia, Pat Muruo, Ethel Shifflett, Peggy Clingenpeel, steering committee; Dottie Askren, area trainer.

Hermetics wins ECSF trophies

The Hermetic Motor Operation, with a 33 percent increase in the annual rate of contributions, has received recognition as having the highest contribution amount in relation to total payroll and the highest percentage increase (beginning vs. ending amounts) among all product departments involved in the Fort Wayne area United Way campaign.

HMO's statistics compare favorably with area averages in which a 14 percent increase in annual rate of contributions was recorded. In

total, GE's Employees' Community Services Fund (ECSF) Board announced a \$320,000 pledge to UW.

Campaign Chairmen Bill McShain, company representative, Frank Boersma, of the IUE Local 901 AFL-CIO, and Bob Bryan, of the IAM Lodge 70 AFL-CIO, attribute the success of this year's drive to the strong company and union support, as well as the generous nature of Fort Wayne GE people. They along with the department chairmen express their thanks to employees for support of the ECSF drive.



HONORED for their leadership as area department chairmen were: Tom Cornell, ACSO; Sondra Blackmon, CSD; Tom Cook, GPM; Gerri Pock, STBD; Claude Sparks, HMO; Jerry Riono, SMD; Bob Bryan, representing Lodge 70; and Bill McShain, company representative. Not present for photo was Frank Boersma, Local 901 representative.



COMMUNICATION earned Coral Ryan, GPM, an Employee Store gift certificate for her work during the ECSF campaign this year. Presenting the award is Bill Hamilton, manager-Employee and Community Relations Operation.

In Memory

VIRGIL E. DENNIS, 1643 Hinton Drive, died October 24. He was a production counter at the Taylor Street Wire Mill when he retired in 1956.

GLENN W. KLINE, 2316 Sherborne Blvd., died October 25. He was with the General Purpose Motor Department when he retired in 1956.

IRA AUGSPURGER, 2508 South Harrison, died October 29. He was with the General Purpose Motor Department when he retired in 1957.

ELLA J. GROTE, 1301 Home Ave., died October 21. She was a cost accounting clerk in the Air Conditioning Department-Winter Street when she retired in 1951.

CHARLES H. HARTMAN, Monroeville, Indiana, died October 22. He was a sheet metal worker at Taylor Street when he retired in 1963.

GE's number two, but tries harder to put engines on aircraft

GE employees — like thousands of people all over the world — are taking advantage of new, low-cost air fares to visit places they only dreamed about 10 years ago.

Airlines are ordering new aircraft to meet the increased demand and to replace their present fleets. Thousands of GE people may not know that the company is in the thick of heavy competition to win orders to equip these new jets.

"Competition to put engines on these new jets is tough! But it's competition we've got to win if we are to keep GE jobs secure in Evendale, Lynn, Everett, Hooksett, Rutland, and at other GE locations."

The speaker: Bill Rodenbaugh, strategic market planner for the Aircraft Engine Group, and a man who's studied airlines' needs both here and abroad.

The topic: the challenge facing AEG as airlines around the world place orders for newly designed aircraft geared to meet the needs of the energy-short, cost-con-

scious 1980s.

"This challenge is similar to that facing all other GE business," Rodenbaugh explains. "In its simplest terms, it boils down to holding down our costs so prices are competitive while making sure that the quality and performance of our engines satisfy the customer's needs."

AT STAKE:

\$90 BILLION SALES

The aircraft engine market is large, Rodenbaugh points out, and all indications point to the purchase of up to 3500 aircraft worth over \$90 billion during the next 10 years. Three major aircraft engine manufacturers are engaged in head-to-head competition for orders: Pratt and Whitney, General Electric, and Britain's Rolls-Royce.

"Right now, we're number two," Rodenbaugh said, "and we hope that we will be able to increase our market share by taking away from Pratt and Whitney. It won't be easy," Rodenbaugh said, "because they are strong competitors."

SATISFYING

CUSTOMERS' NEEDS

"In order to achieve our goals, like all other GE businesses, AEG must satisfy the customers' needs. And they are very specific about what they want," Rodenbaugh said.

"Their overall goal is a better profit-per-seat. This means greater fuel efficiency, planes and engines that cost less to maintain and are even more reliable than those currently flying, and planes that are designed for specific kinds of routes," he explained.

AEG has developed a family of

CF6 engines which build on GE's many years of experience in building jet engines. They incorporate the most up-to-date technology, are reliable, easy to maintain and are fuel efficient.

"We're still improving the CF6 family," Rodenbaugh said, "but it's a product we know will meet the airlines' needs."

EARLY RESULTS MIXED

"Based on our success to date, we know we face a very tough fight," Rodenbaugh said. "We recently lost two orders to Pratt and Whitney: one for 747 engines for Singapore Airlines and one for 767 engines being purchased by United. Rolls Royce beat us out on an order for the engines on 40 new planes Eastern just bought."

SUCCESSFUL ORDERS

"In the case of the new A-300 Airbus, we've been successful winning the Air Iran and Laker Airways orders," Rodenbaugh said. "In addition we won a United order for the power plants on newly ordered DC-10s. Some 50 airlines from the U.S. to Korea, New Zealand to Finland fly with our CF6. So we know we can beat the competition but it's going to be tough."

COSTS OUT, QUALITY IN

To continue winning, Rodenbaugh said, AEG is working to take costs out, build quality in. "This involves everyone in AEG — marketing people who must clearly understand what the customer wants, engineers who have to design it, and our people who'll actually build it."

AEG's CHALLENGE:

NOT UNIQUE

"This challenge isn't unique to AEG," Rodenbaugh added. "No matter where you go across GE



AEG'S BILL RODENBAUGH
FACES COMPETITION

— housewares manufacturing, appliances, power generation — the challenge is the same: find out what the customer wants, offer it at the price the customer can afford, and get the sales to build it.

"And I think that GE employees everywhere will rise to the challenge because they are just like me — they'd like to keep on working."

HUMORICKS



"Dad, I've analyzed my cash flow problem and know what? It's you."

General Electric News

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GE NEWS SUPPLEMENT NOVEMBER 3, 1978

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\$8 REBATE

Food Processor
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Super Fast Work Saver!



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- Versatile for slicing, chopping, shredding, grating, blending, grinding, mincing, mixing.
- In less than 60 seconds it shreds a 2 lb. head of cabbage, or chops a pound of beef cubes for hamburger, or mixes pastry for two 9" pie crusts.
- Two-in-One Reversible Disc plus stainless steel Knife Blade.
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- Space saving dual purpose base...simply switch from food processor bowl to blender jar in seconds.

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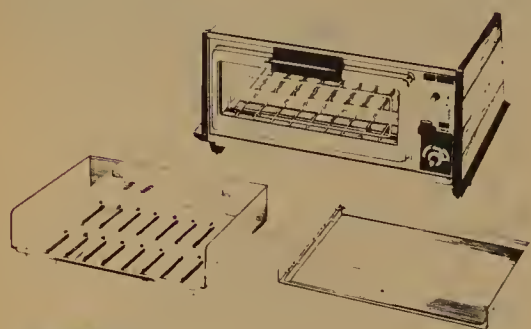
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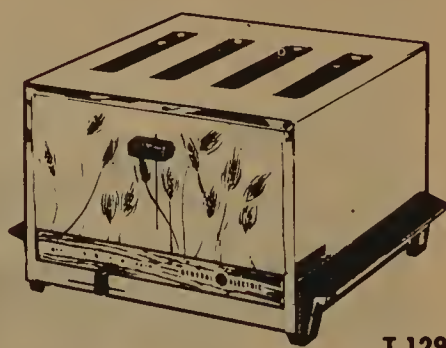
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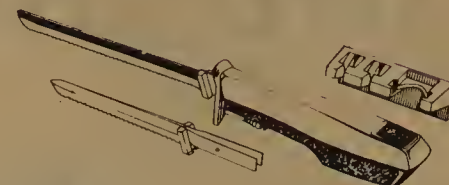
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Uses just 2 cups of oil**



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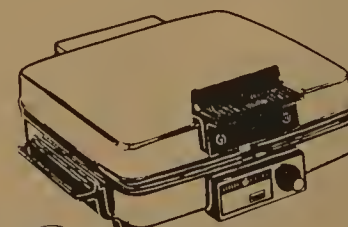


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SKILLET
SK26**

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G48T/3808-112
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**Light 'N Easy™ Surge Of Steam,
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**The Lightweight
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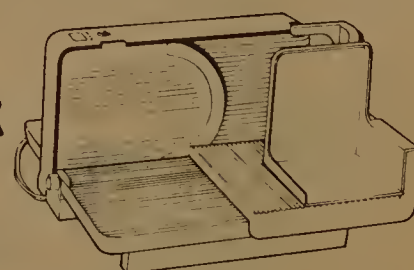
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sandwiches
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- Enables bulk buying - buy cold cuts or cheese in bulk and fresh-slice when you want it.
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7-2705

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A smartly styled, pocket portable with good sound quality.

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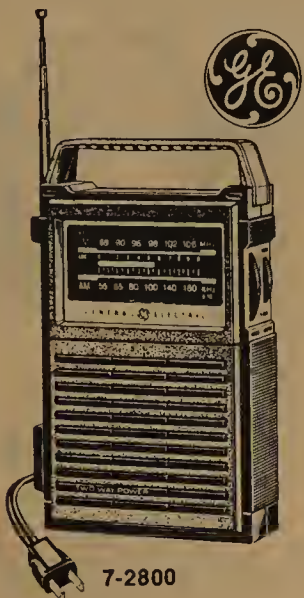


7-2506

FM/AM Miniature Portable

GE fine sound on FM and AM in a handsome miniature portable.

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7-2800

FM/AM Compact Portable

Rugged, vertical design for easy portability.

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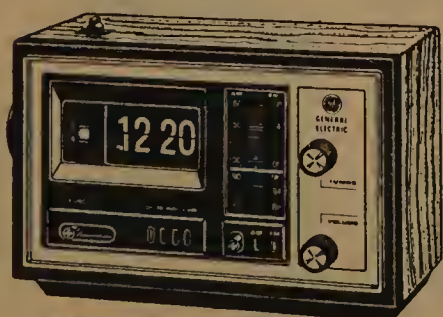


7-2841

FM/AM Portable Radio with Instant Weather

\$24.99

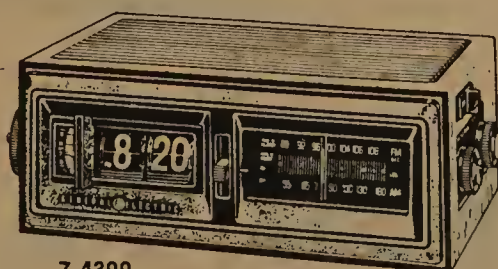
GE DIGITAL CLOCK RADIOS



7-4425

FM/AM Digital Clock Radio

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7-4300

Compact FM/AM Digital Clock Radio

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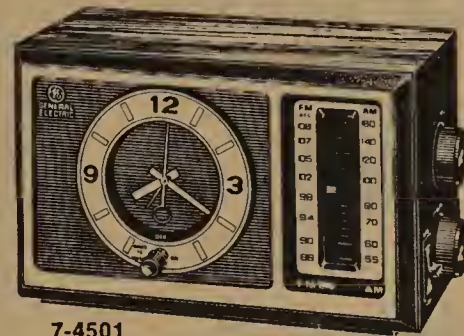
HEAR THE CB ACTION PLUS FM/AM



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7-2912



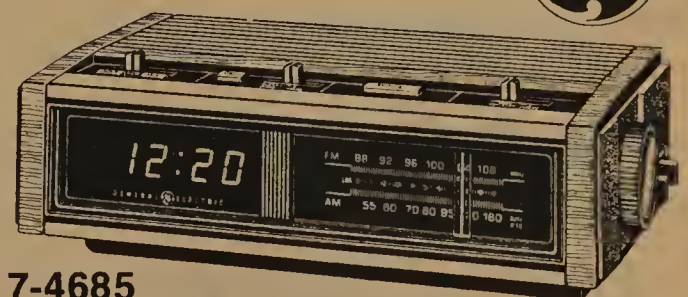
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Wake Up to Music on FM or AM to start the day right

A clock radio that's compact in size...with fine Wake-to-Music performance on FM or AM.

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THE 'HIS'n HERS' CLOCK RADIO



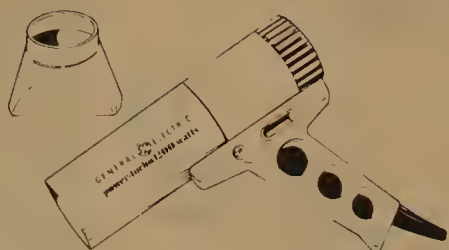
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- 3 heat/speed combinations for drying & styling convenience

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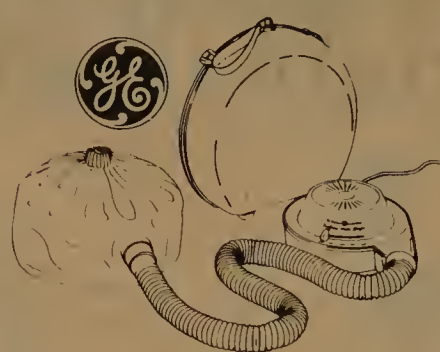


**The Great Shaper
Model MS-3**

- A useful, versatile gift that manicures and pedicures.
- Grooms nails like a professional, conveniently stores in pouch.
- Four grooming tool attachments help beautify hands with nail shaping, buffing and cuticle removal; callus smoother too.

\$12.99

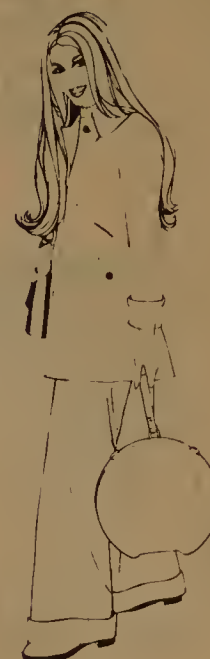
The GE Portable Hair Dryer
for the active girl on the go!



Model HD21

Hair set in rollers has that soft, full bodied look. This bonnet fits over even large rollers to dry your hair and help create that "special" look

- Sturdy luggage style carrying case
- Quiet performance
- 3 heat settings, plus "cool"



A Super Value

\$19.19



CURL TAMER

Model CT-1/5256-002

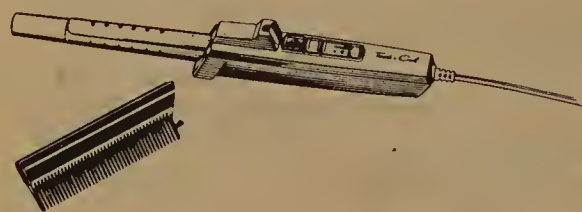
HAIR STRAIGHTENER & RELAXER



- Relaxes tight, kinky curls or straightens naturally curly or frizzy hair.
- Simply draw hair through Teflon[®] coated plates.
- Compact and easy to use.

\$15.99

GE Mist Curler with dual
temps for quick touch-ups
or new sets, use dry too.



Model CS1

\$9.29

new... GE ELECTRONIC DIGITAL SCALE

EDS1

No more
bouncing dial!



- Digital readout locks in your weight to help eliminate guess work.
- Contemporary design with bright, easy to read numerals.
- Computes weight electronically, from 25-300 lbs.
- Battery operated. Standard 9-volt alkaline battery lasts up to one year. (Battery not included.)

\$30.99

BUY
NOW
AND

SAVE

Complements any
room decor with
its rich tortoise
brown colored frame



THE LOOKING GLASS[®]

IM-5/5305-004

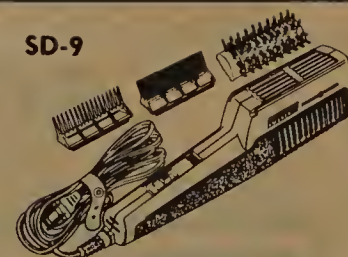
- Two soft, flattering incandescent light bars give high illumination without harsh glare
- Dual swivel mirrors
- Two 25 watt bulbs included

ONLY \$14.79



**ZOOM 1200
Styling Dryer**

SD-9



**1200 watts of styling
power
Plus Styling
Attachments too!**

- DRY setting for Full Blow Drying Power.
- STYLE Setting for Styling, Grooming hair.
- Styling attachments for all-family hair care needs.
- GE Styling Dryer Model SD-9

\$17.29

-3.00 Rebate

\$14.29 NET



CB SUPER VALUES



40 CHANNEL CITIZENS BAND from GENERAL ELECTRIC

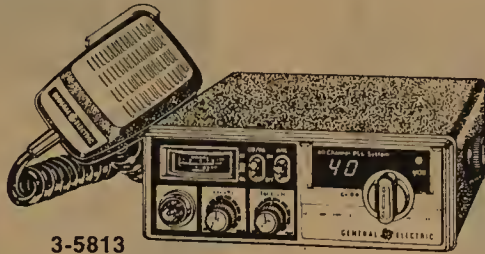


3-5804

Mobile CB Transceiver

Compact 40 Channel Citizens Band Two-Way Radio with digital 8mm LED Channel read-out and "Red Filter" to reduce bright light washout.

\$46.98
-10.00 Courtesy
\$36.98 Plus Free Antenna



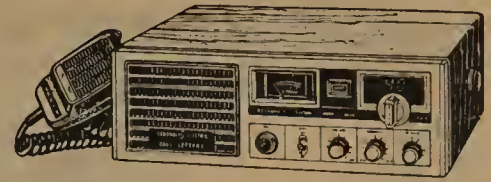
3-5813

Mobile CB Transceiver

40 Channel Citizens Band Two-way radio with large LED Channel display, large, back-lighted S/RF Meter and Three Position PA-CB switch.

\$61.49
Rebate -5.00
Courtesy -15.00
\$41.49 Net

Plus Free Antenna

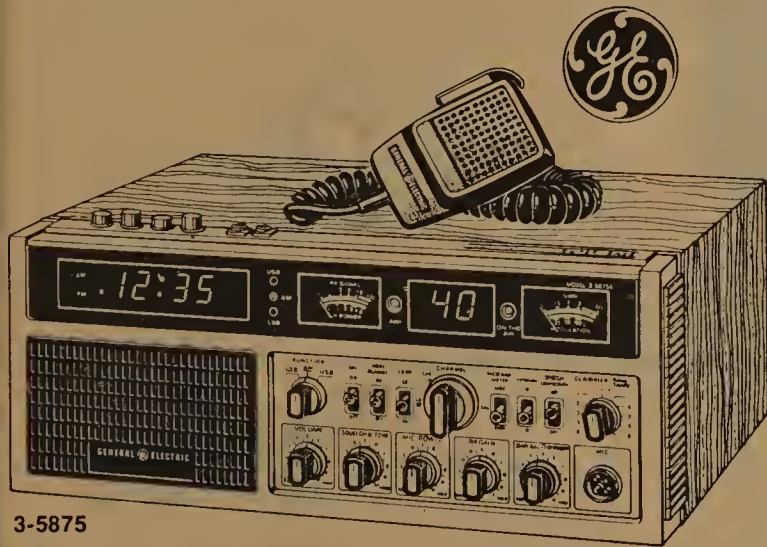


3-5869

CB Transceiver Mobile Base Station

Designed for Mobile or home use. 40 Channel Two-way Radio with Two-way power, PLL circuitry and built-in Mic pre-amp for modulation boost.

\$107.98
-5.00 Rebate
-20.00 Courtesy
\$82.98 Net



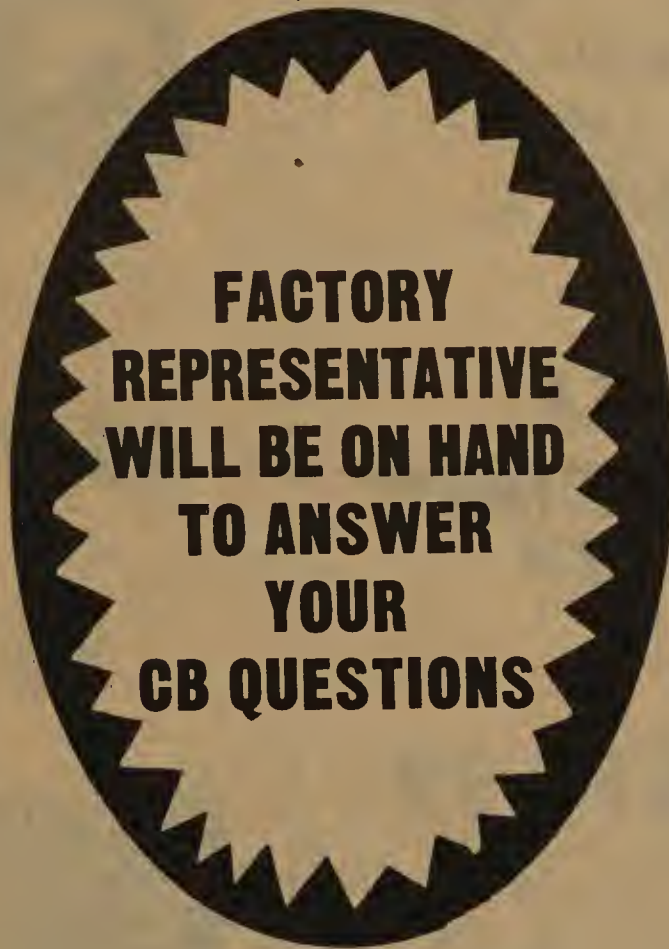
3-5875

SSB "SUPERBASE"® CB Base Station

Features, performance, styling... designed for the serious CB user

- Two speed, clarifier • Speech compression • Dual meter system*
- Dual antenna jacks • AWI • Mic power control • Programmable Timer Electronic Digital Clock

\$299.99
-5.00 Rebate
-40.00 Courtesy Discount
\$254.99 Net



3-5815

All Channel Remote Mic Control CB Transceiver

\$119.99
-5.00 Rebate
-15.00 Courtesy
\$99.99 Net

FREE CB ANTENNA!
GE CB IS READY WHEN YOU ARE!
3-in-1 for trunk, gutter or roof top installation. At no extra charge with purchase.

ACT TODAY!



3-5814

40 Channel Mobile CB

- Variable Mic Gain Pre-amp
- Switchable N.B. and ANL • P.A. with CB Monitor • 3-function S/RF meter • AWI... and more.

\$74.98
Rebate -5.00
Courtesy -15.00
\$54.99 Net

Plus Free Antenna



3-5819

40 CHANNEL MOBILE CB



- SWR meter
- RF Gain control • Hi-Lo tone switch
- Switchable N.B. • ANL and more.

\$92.98
-5.00 Rebate
-20.00 Courtesy
\$67.98 Net



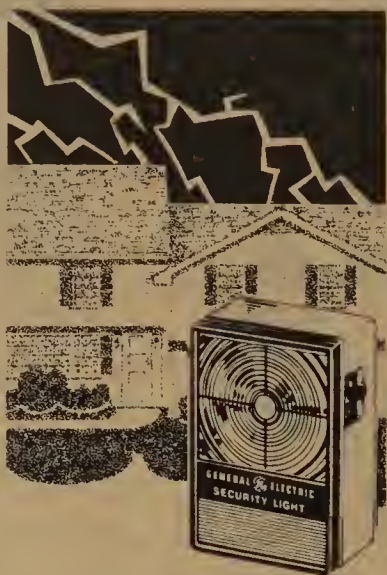
HOME SECURITY SPECIALS:

Lights Automatically During Power Failures



Home Sentry[®] SECURITY LIGHT 8350-001

- When the power goes off, Home Sentry[®] SECURITY LIGHT automatically comes on.
- Plugs into outlet for charging, ready to light when household power is interrupted.
- Also a rechargeable flashlight, no batteries to replace.



\$8.69

Rebate Coupon

-2.00

\$6.69 Net



CLOCK SALE: MODERN ELECTRONIC DIGITAL ALARM



Model 8143

\$14.99

VALUE FEATURED Digital Alarm



Model 8142

\$8.49

GE Digital Clock with Large Electronic-Style Lighted Digits

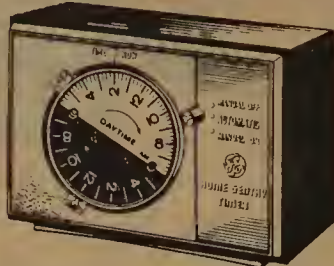


Model 8138

\$13.79



GE Home Sentry[®] AUTOMATIC TIMERS



8135-004

\$6.99

- Cord plugs directly into outlet
- Sits on table, counter or shelf



8134-002

\$4.69

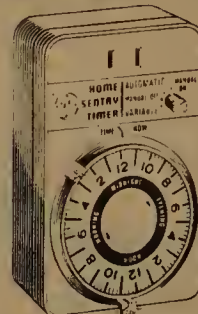
- Plug into outlet, plug appliance into timer

8136-003



\$7.79

- Variable timer turns lights ON and OFF at slightly different time night after night... confuses burglars checking neighborhood.



8133-002

\$5.59



GREAT GIFTS:



Set'n Forget With GE's BREW STARTER Drip Coffeemaker DCM15/3390-004



- BREW STARTER automatic clock and timer feature lets you wake up to delicious drip coffee.
- Easy to use, just set for time to start brewing and slide control to AUTO.
- Brews 2-10 cups with the speed of instant coffee, automatically switches to keeps-warm when ready, stays hot for serving.
- Use either permanent filter or disposable paper filters, both included, for clear coffee.

\$28.99

Compact 2-4 Cup Automatic Drip Coffeemaker



Mini Brew[®]
Model DCM4

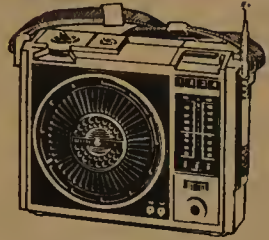
- Compact, takes a minimum of counter space.
- Brews 2-4 cups or 1-2 mugs of coffee.
- Automatic Keeps-Warm when brewing is complete.

\$15.79



GE FALL BIG SOUND REBATES!

\$3 REBATE



3-5507
"LOUDMOUTH II"™
BIG SOUND
AM/FM Radio and
8-Track Tape Player

\$42.49
Rebate **-3.00**
\$29.49 Net

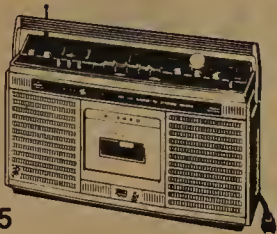
\$2 REBATE



3-5505
"BLASTER"™
Portable **BIG SOUND**
8-Track Tape Player
Grey and Black

\$31.99
-5.00 Cash Back
-2.00 Rebate
\$24.99 Net

LESS the
Rebate direct
from GE.



3-5255
Full Feature
AM/FM Stereo
Radio-Cassette
Recorder

\$5 REBATE

\$119.98
-5.00 Rebate
\$114.98 Net

\$3 REBATE



3-5230
AM/FM Tuner Cassette
Ideal for entertainment on-the-go.

\$53.99
-3.00 Rebate
\$50.99 Net

As proof of purchase, enclosed is the model number clipped from the front cover in upper right hand corner of my Use & Care Book (Walkie Talkies do not have Use & Care Book) and my dated sales receipt. I purchased the indicated GE audio product between October 1 and November 26, 1978. I have put an "x" in the box next to the model number.

Send my Rebate Check to:

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

- Please allow 6 weeks for delivery of check
- All requests must be postmarked no later than Mid-night, Dec. 31, 1978.
- Only the model number clipped from the front cover of the Use & Care Book and the dated sales receipt will be accepted as valid proof-of-purchase. (For Walkie-Talkies only sales receipt with model number written on it is necessary.)
- Offer void where prohibited, taxed or otherwise restricted by law.
- Resellers not eligible for rebates. Pub. No. AE-898-8B

Mail To: **GE FALL Big Sound Rebates**
P.O. Box 6500
Glastonbury, CT 06033

\$2 REBATES

Tape Recorders

- 01 ☐ 3-5130
02 ☐ 3-5505
03 ☐ 3-5506

Transceivers

- 04 ☐ 3-5930 Pr.
05 ☐ 3-5945
06 ☐ 3-5963 Pr.
07 ☐ 3-5965
08 ☐ 3-5971
09 ☐ 3-5975

\$3 REBATES

Tape Recorders

- 10 ☐ 3-5230
11 ☐ 3-5507

\$5 REBATES

Tape Recorders

- 12 ☐ 3-5255
13 ☐ 3-5515
14 ☐ 3-5531

\$5 REBATES

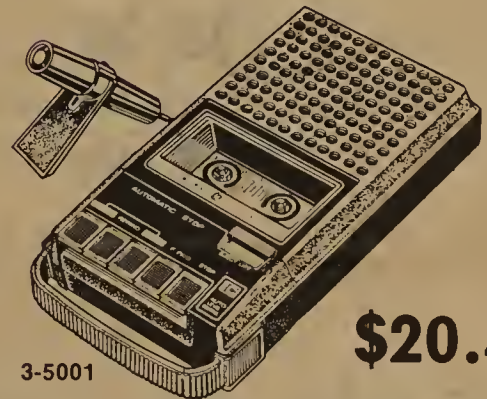
CB Mobile

- 15 ☐ 3-5813
16 ☐ 3-5814
17 ☐ 3-5815
18 ☐ 3-5818
19 ☐ 3-5819
20 ☐ 3-5821
21 ☐ 3-5825
22 ☐ 3-5830

CB Bases

- 23 ☐ 3-5869
24 ☐ 3-5871
25 ☐ 3-5875

Check the box next to the model number of the GE Audio Product you purchased.



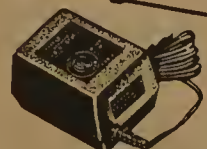
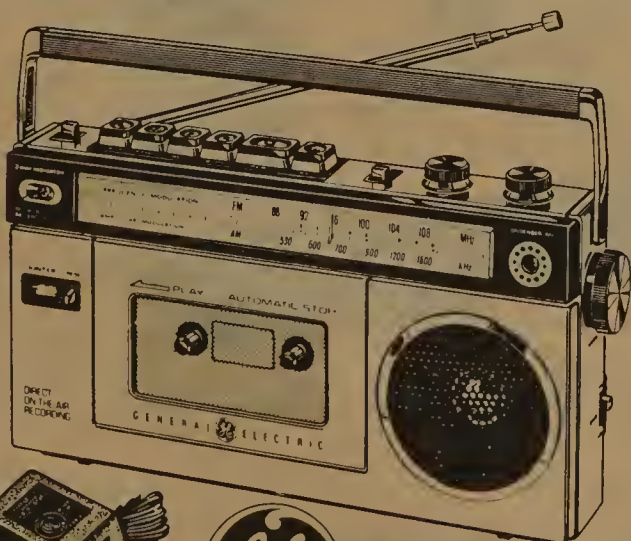
3-5001

\$20.49

DC Cassette Recorder with Automatic Tape Shut-off

For fun or work. Pushbutton operation and Remote Pencil Mike for dictating and interviews.

GE's Best MINI RADIO CASSETTE

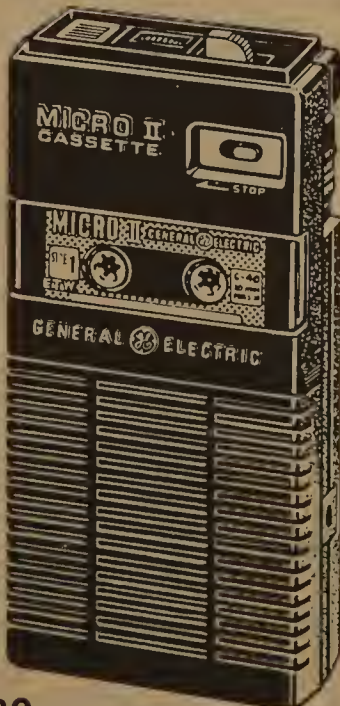


\$69.79

3-5226
Mini AM/FM Tuner Cassette
Recorder with AC converter

Many features in a "mini" package. Measures only 8 3/4 x 4 3/4 x 2-1/16". Fits conveniently in briefcase. Black and Silver color.

THE JR. EXECUTIVE CASSETTE



\$42.98

3-5332

"MICRO II"™ Cassette Recorder



3-5105

Portable Cassette Recorder with Three-way Power Capability and Dual Microphone System

Sound-oriented styling and a convenient feature for school, business, or the home... electrical pause and tone control.

\$30.79

-3.00 Cash Back

\$27.79 Net



IDEAL FAMILY CHRISTMAS GIFTS



COMPLETE Mobile & Base System



3-5945

CB/AM Monitor/49 MHz Transceiver with Walkie Talkie

Four-way communication system includes:

Base Module (Model 3-5940) and Model 3-5952 Satellite Walkie Talkie.

Four way operation: 49 MHz Band Transmitter/Receiver for two-way communications between Base and Satellite Walkie Talkies; 40 Channel CB monitor; AM Radio for music, news & sports; International Morse Code Transmitter with code practice position. Base Module Features 13 transistor solid state design. Extra long (52 inch) telescoping whip antenna with orange tip. Satellite Walkie Talkie features super-regenerative circuitry, Morse code key.

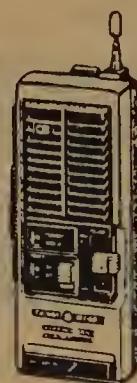
Only **\$28.99**
-3.00 Cash Back
\$25.99

\$2 REBATE



3-5930
Two-in-One
Walkie Talkie
with AM Radio

\$21.98
-2.00 Rebate
-3.00 Cash Back
\$16.98 Net



3-5965
27 MHz Hand Held
CB Transceiver
for the active sportsman

LESS the
Rebate direct
from GE.

\$13.98
-2.00 Rebate
-3.00 Cash Back
\$8.98 Net

GE Black & White TV FOR PRICE OF GOOD RADIO

REGULAR PRICE **\$84.95**
SALE PRICE **\$78.78**
COURTESY DISCOUNT **-12.50**
YOUR NET COST **\$66.28**

**12" DIAGONAL
100% SOLID STATE
BUY NOW FOR GIFT GIVING**
PRICES WILL NOT BE LOWER
THROUGH THE HOLIDAY SEASON



Model No.
12XB9104

MANY OTHER UNADVERTISED ITEMS
IRONS, RADIOS, TAPE RECORDERS, PERSONAL CARE ITEMS
STOP IN AND LOOK AT OUR CLASS "E" SECTION
CURRENT STOCK ITEMS AT GREAT SAVINGS TO YOU — LESS THAN REPAIR

GENERAL ELECTRIC

Start of year pension benefit applications due

All employees who plan to retire January 1, 1979, and who have not yet applied for a pension, take note.

To avoid any unnecessary delay in processing first checks, pension applications should be arranged as soon as possible by contacting Homer Jennings on Ext. 2745 in the pension benefit office.

In addition to getting all the necessary papers prepared, an interview is scheduled so prospective retirees can learn about the options included in the GE Pension Plan.

Some of the things usually involved are: employee life insurance, comprehensive medical expense insurance, dependent life insurance, the survivorship option, pensioners medical care plan, pensioners hospital indemnity plan, a review of beneficiary designations and others.

EARLY CONTACT ALWAYS NEEDED

It is recommended that any employee planning to retire, regardless of the time of year, contact pension benefit personnel at least three months prior to the date of retirement.



REPRESENTING many GE people who worked and donated to the Red Cross blood campaign this past year are: Sharon Finzer, ACSC coordinator; Dove York, new "pheresis" program donor; Bob Bugg, GPM Broadway coordinator; Dr. Ken Keller, chapter chairman; Jop Voirol, over 10 gallon donor; Lois Neloms, oreo coordinator; Bill Davies, GPM Taylor Street coordinator; Bernie Huguenord, over 10 gallon donor; Steve Campbell, IAM Lodge 70 representative; Morcio Robbins, blood services director; and Bud Curtis, Local 901 representative.

Making their blood count

Allen-Wells Chapter Blood Services of the American Red Cross has honored General Electric in Fort Wayne for contributing 989 units of blood during the past year's campaign.

That figure is the third largest of the more than 250 organizations in the area who help gather blood for the program.

This year presentations were also made during the annual recognition luncheon for the "pheresis" program, involving an advanced collection technique in

which the portions of the blood not needed for transfusion are returned to the donor at the same time he is giving the needed blood component (white cells, or platelets). Dave York, a GE pheresis donor, was recognized for his participation in the new program — in which the donation process can take up to two hours to complete, but yields 10 times the amount of needed platelets in a single donation. Jap Voirol and Bernie Huguenard were others recognized as top donors.

ALLEY CHAT By Connie Houser

Women register series magic

Now that all the ghosts and goblins are tucked away for another year, who would think that there would be any magic left in the air? Well there must be, because the women had a grand total of six 500 series. Mary Weiks had the most powerful formula, bagging not one, but two. The Pete & Tillie League was thrilled to see Mary out front with a super 541 series including a fine 192 game. To top that off, Mary also bowled a high game of the week — a great 211 on the Sunday Sandbaggers League to clinch her second 500 for fourth place with a smooth 507 series.

Second place honors go to Janie Fischer of the Tuesday Afternoon Ladies when she tipped the pins for a 527, which included second high game of the week as well, a 205. Third place went to "Gertie" Jones of the Friday Nite Ladies with a 509, including a good 190 performance. Robin Rieger of the Pete & Tillie League grasped fifth with a fine 506 series, including a 196 game. Sixth place was nabbed by Maria Hughes of the GE Orphans with a 501.

Two more lucky bowlers reported resounding 200 games: Mimi McNeal, 203; and Ester Miller, 200 on the button.

Where was the magic for the men this week? Maybe they fell a little haunted due to the fact that Cal Hapner of the Small Motor League was the only man to hit a 600 series. Cal was able to hold this position with his 609 series. But wait, Cal must have had some witchcraft up his sleeve when he set the pace for high game of the week a fantastic 256. The next three top bowlers aren't making any bones of their terrific scores either. Small Motor's Gil Baker was on the mark for a super 246, and Carl Brandt only two steps behind with a solid 244. Fourth high game was a 233 hit by Bob Smith of the Friday Nite Taylor St. gang.

There's something strange lurking at the club, and if you keep your eyes open you will see the Hermetic League on top this week with eleven 200-or-better games, GE Office second with nine, and Small Motor was third with eight. Our crystal ball reveals high scores turned in by: Jim Weiks, 226; Harold Somer, 224 and 216; Jack Hagle, Don Lambert, and Fred Hunter, 224s; Dave Myers, and Elmer Asbell, 220s; Art Howard, 214; Benny Thayer, Dude Kamphues, and Bob Keister, 213s; Clarence Koch 212; Jeff Carpenter, 211 (how did you manage that Jeff?); Jim Witzigreuter, Howard Beery, Don Stapleton, and Don Saylor, all had 210s on the nose.

Senior bowler, Lucile Rhodes gave a crowd-pleasing show with a fine 192. For the Senior men, Scudder Chandy was at his best with a 233 followed by: Ralph Snyder, 211; Walter Free, 204; Milt Marks, 202; and Lloyd Pinkerton and Roy Johnson, 200s.

Another triplicate patch was awarded to Pete & Tillie's Kelly Martin. He fancied three 120 games in-a-row!

There is still time to bring your son, daughter, grandson, granddaughter, niece, nephew, or just a young friend (12 to 18 years of age) to bowl in the GE Club's Pro-Am Tournament. Call today for more information, Ext. 2042.

Globetrotter discount available to fans

GE people will be able to enjoy the Harlem Globetrotters basketball circus at the Memorial Coliseum Sunday, Dec. 3, at 7 p.m. and save \$1.50 per adult ticket by using the discount order blank below.

The Globetrotters will be featuring their hilarious new comedy king, Geese Ausbie, when they appear at the Coliseum. Ausbie teams with dazzling dribbler Freddie (Curly) Neal to give the show powerful entertainment punch.



GEESSE AUSBIE

GE DISCOUNT COUPON Harlem Globetrotters - Sun., Dec. 3

SAVE \$1.50 PER TICKET

Reg. \$6.50 and \$5.50 —
Discount price \$5 and \$4.

Number of tickets _____ Total enclosed _____

Name _____

Address _____ City _____

State _____ Zip _____ Phone _____

Make checks payable to Coliseum Ticket Office. Coupon may be mailed to Harlem Globetrotters, Box, 5157, Fort Wayne, IN 46895 (Enclose stamped return envelope) or presented at the Memorial Coliseum Pennell Avenue ticket office.

***ADLETS**

RIDE WANTED

LR HUNTINGTON RD TO BDWY,
1st shift. 747-6394.

FOR SALE

'75 CUTLASS SUPREME, wht, 1 owner, ex cond, mst sell. 456-6958.
MUZZLE LOAD 58 cal. H&R, like new, \$60, aft 5 p.m. 456-6418.
STROLLER; child's desk; dresser. 485-4549.
STEREO CONSOLE REC PLYR, w-FM radio, like new. 424-0183.
ELEC TYPEWRITER (Smith Corona), 16" carriage, ex cond, \$185. 747-3871.
BABY CHICK INCUBATOR; chord organ. 489-3296.
HOME, 2 bdrm, basement, upstairs, garage, \$16500, near TS-GE. 432-0205.
'71 GREMLIN 350. 489-5815.
HOUSE, 4 bdrm, 527 High, \$10500; metal closet; elec htr. 745-9159.
'22-410 O-U STEVENS MOD 24 w-case, \$75, ex cond. 432-3274.
GE COMBINATION WASHER & DRYER. 637-6796.
'74 TRVL TRLR, 20', self cont, slps 6, ex cond, \$2500. 672-3303.
WHITE STEP BUMPERS for Ford, Chevy, Dodge trucks. 693-3469.
CASSETTE TAPE RECORDER, ideal for students. 485-5730.
LIVING ROOM SUITE, very firm; clothes. 432-4247.
SNOW TIRES (2), mtd for half ton Ford; 30" stove, nice. 485-2553.
TNT SKI-DOO, winterized, ready to go, best of care. 749-2237.
REFRIGERATOR, good cond. 434-0553.
'74 26' MONITOR TRVL TRLR, self cont, ex cond. 1-351-3880.

GAS CLOTHES DRYER. 747-5487.
SNOW BLADE for Whl Horse lawn tractor. 432-2097.
SNOW TIRES, BR78x13, \$70; tires (4), F78x15, \$100. 749-8872.
17 CU FT FROST-FREE REFRIGERATOR, wht, 2 yrs old, \$200, aft 6 p.m. 1-837-7611.
'75 MOBILE HOME, 2 bdrm, 14'x65' frt, vinyl sk, AC, 7x10 shed. 747-9585.
ANTIQUE WALL PHONE; antique chopping block. 1-691-2135.
LADIES' BOWLING BALL & BAG, Ebonite 12 lbs, \$10. 745-5342.
OUTSIDE CHRISTMAS LIGHTS, 6 strands; 8 folding chairs. 447-5301.
RED SOFA, CHAIR & LOVESEAT, \$70; color TV, \$125. 489-9392.
SKI BOOTS, various sizes, sell for \$3-\$5 per pair. 432-2414.
SNOW TIRES (2), H78x14 WW, studded & mtd, A-1 cond, \$60 firm. 745-7161.
'74 PONT GPS, AC, 11t whl, PS, PB, stereo, defog. 637-6548.
'76 MONTE CARLO LANDAU, 350 V-8, 8 trk, PS, PB, AC. 483-2457.
275 GAL OIL TANKS (2); 2 oil space htrs, \$50 for all. 489-5261.
'76 DATSUN 280Z 2+2, ex cond, CB, AC, Ziebart. 672-2608.
'69 CAMARO CONV, 6 cyl, ex running cond, bst offer. 744-9341.
'74 OLDS CUTLASS 442, 46000 mi, new tires, ex cond. 747-3840.
GLASS BELTED TIRES (2), G78x15, used 4 mos, \$15 ea. 1-856-4675.
BREAKFAST SET, 30x40, tbl leaf, 4 chairs, good cond, \$25. 484-6282.
32' EXTENSION LADDER; 40 & 55 gal aquariums w-stand. 447-2803.
TANDEM (Columbia), like new, great Christmas gift. 482-2515.
'78 XS 11 YAMAHA, aft 5 p.m. 724-3538.
8 HP GARDEN TRACTOR, ex cond, make offer; 2 Vega rims. 432-0993.
PORTBL CONSOLE TYPE HUMIDIFIER, ex cond, automatic, \$65. 432-0856.

SAIL & RIGGING for Super Porpoise Sailboat, \$40. 483-7588.
PAPERBACKS, all kinds, 10 cents & 15 cents. 422-6823.
ALUMINUM STORM DOOR, screen & hdwre. 747-5827.
PORCH GLIDER w-cushions; LP gas htr, new. 439-5721.
TOOL BOX, wrenches; 1.5 T hoist; tires, iron bed. 430-7973.
MUD & SNOW TIRES (2), 10x15, like new, \$75. 639-6462.
'73 NOVA, AC, PS, PB, 11t whl, good cond. 456-8091.
DRAPES, dk blue antique satin, 84" long. 419-258-8575.
'73 VW 412 for parts, new tires. 745-7058.
PRE-MOVING SALE, 305 Arcadia Ct., Nov. 3, 4 & 5.
SNOW TIRES, 560x15, mtd on VW Bug whls; other tires. 485-0304.
CORNET (Holton Collegiate), very good cond. 747-0031.
LADY'S DIAMOND RING, 5 chips w-rubies, sz 7. 422-6230.
OIL FURNACE w-275 gal tank, \$75. 493-1240.
SOFA, recliner, ottoman, 2 fireside chairs, hi-back chair. 432-6062.
GAS FURNACE, 130000 BTU, complete, \$135. 483-0766.
'76 COMET, AC, AT, PS, PB, 2 dr, reas. 749-5438.
TIRES (4), G78x15 WSW, \$115; 2 MS G78x15 WSW studded, \$40. 493-1240.
ELECTRIC EXERCISER (Sears), roller type, like new, \$75. 440-3063.
FEMALE LABRADOR, 4 mos., \$75, aft 4:40 p.m. 456-5374.
FRESH GOAT'S MILK. 625-3188.
OIL FURNACE for shop; new Sears Best tire, 13x78, offer. 489-5770.
WALL MOUNTED WASHBOWL & fixtures, 17"x19". 747-9672.
SNOW BLOWER, 1 yr old, first \$100 takes, works good. 745-1645.
LABRADOR RETRIEVER & German shepherd mix pups, make ex watchdogs, \$25 ea. 625-4911.
GAS GRILL (Sears), 220" cooking area, w-tank, new. 486-2021.
5" B&W TV; AM-FM portable, new. 486-2021.
CRYSTAL CHANDELIER. 485-9505.
TREEING WAL. PUPS, selling cheap, \$30 male, \$20 female. 638-4322.

WANTED

LARGE DOGHOUSE, reas. 747-3662.
LIGHT DUTY TWO WHL BOAT TRAILER. 747-5463.
TOY "SHOW & TELL" used in teaching handicapped children. 432-6228.
LIONEL & American flyer trains, any cond. 724-8011.
OLD WOODEN BUCKET in good cond, reas. 485-1898.

FREE

PUPS, 10 wks old, med sz, healthy, loves kids, needs good home. 749-0717.
KITTENS (4). 422-1929.

***ADLETS**

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

For Sale *	Ride Wanted
Wanted	Riders Wanted
For Rent *	Lost
Free	Found

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. Submit only ONE per issue using one letter or number per box on form. Please leave one box blank for each intended space between words. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg _____

* The items referred to in this ad are in no way connected with any business venture.

Signature _____

NEWS NOTES

Tom Edison celebrates birthday

LOUISVILLE - Thomas Edison recently celebrated his 25th anniversary with General Electric. You read it right—Thomas Edison. No, not the inventor of the light bulb but a namesake who works as a maintenance services employee at Appliance Park. "I've read quite a bit about him. He was quite a man," said Louisville's Edison. "Edison and I have another thing in common—we are both deaf in the left ear." Appliance Park's Edison said he's proud to have worked for Tom Edison's company for 25 years. "It's been good to me. GE

has an excellent pension plan and insurance benefits. And I've really enjoyed my work."

Products in sculpture

MILWAUKEE — Who would use their products to create a sculpture to draw attention to an exhibit at a meeting? Marketing personnel at the Medical Systems Division attending the recent American Radiological Technologists meeting, that's who. They created this sculpture using the Slimline®, Fluoroline®, and Tru-vision® x-ray illuminators. The sculpture was the centerpiece of the GE exhibit which showed thousands of technologists how GE medical products and supplies could serve their x-ray department needs. Faced with increasing competition, the marketing people developed this unique approach to build sales — and jobs — for GE people in Milwaukee.



AUCTIONEERING in the machinery row where a lathe was being sold brought bidders hands up last Saturday when the first GE scrap and office material auction took place.

No need to miss election; absentee ballots count too

Non-voters give many reasons for missing the elections. One common excuse among business people is that they have to be out of town on Election Day November 7. But there is a solution for that problem, an absentee ballot.

Absentee ballots can make a difference. In the 1977 local elections in Stamford, Conn., incumbent Mayor Louis Clapes was trailing by less than 200 votes out of more than 30,000 votes cast when all the voting machines had been tallied. Then the absentee ballots were counted. The mayor won reelection.

In Allen County, persons who are going to be out of town on the Tuesday of Election Day can vote in person on an absentee ballot today, from 8 a.m. to 4:30 p.m.; or tomorrow, November 4, from 9 a.m. to 9 p.m. In order to vote absentee in person, you must visit the Second Floor of the downtown Courthouse where absentee voting booths are set up. Election Board personnel are on hand to instruct people about how to cast their ballots.

In addition, persons who are either sick, disabled or otherwise unable to vote in their precinct polling station on Election Day may also vote by calling the Election Board Office (423-7329) before 9 p.m. Saturday, November 4. A bipartisan board will be sent out to them so they can cast their ballots. The last day for bipartisan board visits is Monday, the day before the election.

Christmas shopping trip tickets go on sale for Elex Club, others

All GE employees and their guests can now get tickets for the Elex Club's annual Christmas shopping tour to Fairlane Town Center in Dearborn, Michigan.

Fairlane features three levels of shopping with 150 stores and specialty shops. Shopping convenience is supplied with a variety of stores including Hudson's, Lord and Taylor, and others.

Although there are 14 restaurants in the mall itself, shoppers may also take a monorail service to the Hyatt Regency Hotel to lunch. Tickets for the Saturday, December 2, trip are being sold on a first come, first served, basis. Indiana Motor Coach buses are being reserved for the transportation to and from Dearborn.

The cost for Elex members is \$12.25, with non-members tickets on sale for \$13.25. They are being sold by Elex contact girls in various plant locations, and can also be purchased by calling or writing the Elex Office, Ext. 3555, in Building 18-3.

Reservation deadline for the event is Friday, November 17.

Buses are presently scheduled to depart Fort Wayne at the Lindley Avenue exit at 7 a.m. and return about 10:30 p.m.

☒ **VOTE November 7**



SATISFIED with his purchase is Bill Hunt, 4-2. Bill said the scale would be used along with a similar one to weigh sports cars which his son races.

Employees bid on surplus

Continued from Page 1

were sold as low grade yard scrap, and it gives both employees and others a chance to buy things they can use, too," explained Zehner.

"The first auction was typical of most auctions. Some of the things we thought would sell high wound up sold at bargain prices, and other things did just the opposite," said Zehner. "We will be cooperating as much as possible in getting things arranged in a way that is fair for both buyers and sellers at the second auction."

Some of the items already being prepared for the December auction include: office furniture, drafting tables, some small miscellaneous pieces of equipment, several fork trucks, and more.

Next month, auctioning will again begin at 10 a.m. at the Taylor Street salvage area. Entrance will be through the employee parking lot and those attending will once more be given a chance to examine materials before they are sold.

Detailed bills of sale will be made available after November 15, the deadline for departments to submit items for the December auction.

The auction is expected to last until about 4 p.m. on the day of the sale.



DICK GARVIN, a GE retiree, was on hand to examine an arbar press before sales bids began.



LOADING UP purchases sometimes meant use of the GE forklift service operated during the auction.

NOV 14 1978

General Electric News



FORT WAYNE, INDIANA

NOVEMBER 10, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 38

Electricity rate increase adds to high costs of local operations

Fixed costs, which years ago were traditionally indirect expenses that continued with little variation regardless of production levels, are increasing at rates that give headaches to local budget planners.

The latest increase felt here is an approximate 22 percent hike in rates charged Fort Wayne operations for electricity compared to this time last year.

MONTHLY BILL TOPS QUARTER MILLION DOLLARS

The most recent bill—for service from August 31 to September 29 at Taylor Street, Broadway and Winter Street plants—totaled about \$271,892.

The bill is for the first period since new rates for Indiana and Michigan Electric Co. customers went into effect. The increase in rate for the company was higher than that for the average homeowner, says GE's Energy Program Administrator Stan Lindt, because companies are also charged on the basis of peak load demand. The result is that GE's rates have gone up about 22 percent, whereas the homeowner rate has gone up about 14.7 percent because of the difference in the way bills are figured.

COSTS EAT UP CONSERVATION SAVINGS

One of the frustrating aspects of utility usage for Fort Wayne operations is that conservation measures put into effect during the past few years have reduced total consumption—but those cost saving reductions have been more than eaten up by the growing costs of energy. (See graph on this page)

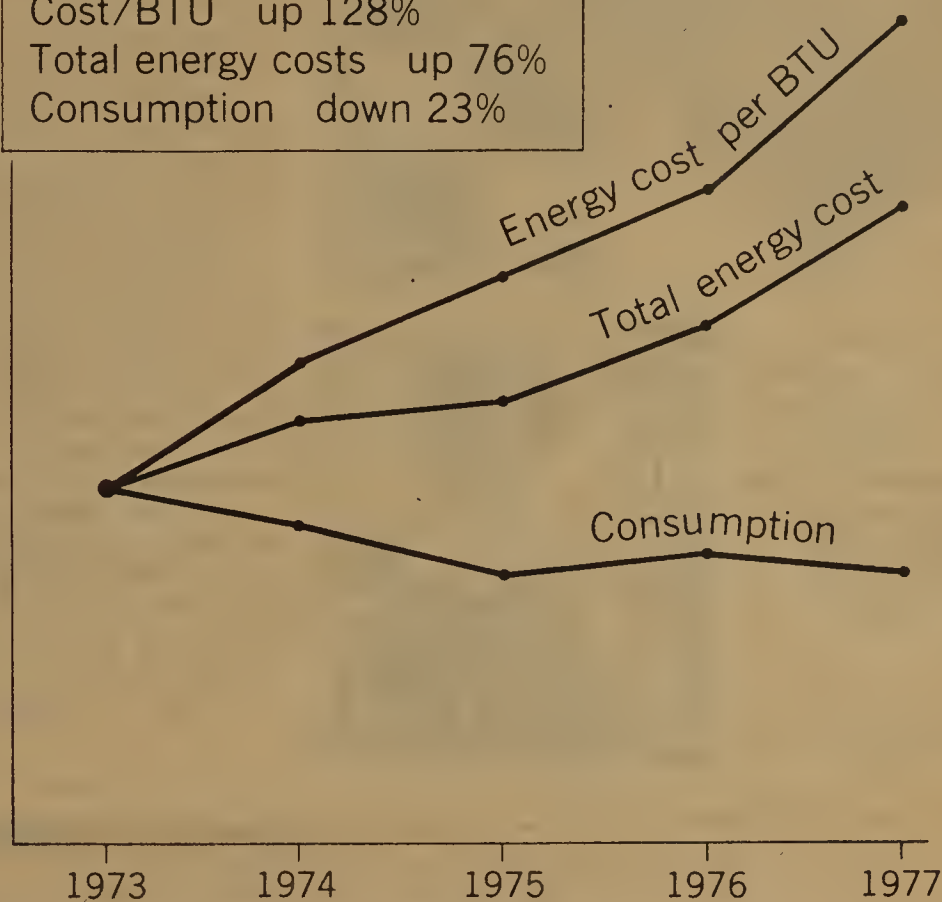
"Furthermore," says Don Mohrman, Division Manager of Environmental, OSHA and Energy Resources, "the cost reducing conservation measures we can implement become harder and harder to find as the system gets more efficient."

Added, but necessary, burdens to the cost of doing business have been extensive programs which have cost millions of dollars in investments to protect the environment. In the past few years, special equipment has been added at Fort Wayne plants to remove contaminants from stack emissions, to treat rain water runoff and to treat and recycle water used in manufacturing processes. The

Please turn to Page 4

FORT WAYNE ENERGY COSTS AND CONSUMPTION INDEX

Cost/BTU up 128%
Total energy costs up 76%
Consumption down 23%



* figures are a composite of costs and usage of gas, propane, oil, electricity and coal



AN ARTIFICIAL leg doesn't stop GPM's Charlie Wirt.

Icy, cold night remembered ...

Charlie Wirt will never forget those blinding headlights skidding toward him on the icy, cold night of February 2, 1977.

Charlie, now on a check and correct job at GPM Broadway 4-4, had been called out to try to start his son's car, which was stranded along Taylor Street southwest of Ardmore Avenue. As Charlie leaned over the radiator to attach some jumper cables, he saw the lights coming. He felt his feet being lifted as the car he was leaning on suddenly shot for-

ward, pinching Charlie between the two facing vehicles.

He regained consciousness staring up at the oilpan of one of the cars and began to pull himself out, his left leg mangled beyond pain.

After getting rushed to the hospital, Charlie underwent emergency surgery. A complicated arterial graft was performed. But gangrene set in.

Charlie Wirt's left leg was amputated below the hip, within 10 days of the fateful accident.

What does a 56-year-old man in this situation—who is used to working on his feet—do for the rest of his life?

"I never dreamed that anything like that would ever happen to me," said Charlie, a GE veteran since 1951.

Charlie remained in the hospital until May, 1977. He then went home on crutches and stayed there recovering until January of 1978.

During his hospital stay and the next three months, regular Weekly Sickness and Accident Benefit checks took care of Charlie, his wife and two sons—one of whom received a cracked nose in

the accident. "Betty Howell, my supervisor back then, saw to it that everything was taken care of. As soon as my regular paycheck quit, she made sure the Sickness and Accident checks started coming right away."

When Sickness and Accident coverage ran out, Charlie received a lump sum payment of half a year's wages through the dismemberment benefit of his Personal Accident Insurance. That took care of him and his family until he was able to return to work.

"I had everything but the Long Term Disability Insurance. I didn't think I needed it, but it sure could have come in handy when the weekly Sickness and Accident

Please turn to Page 4

INSIDE:

Sign up for
NETS classes
next week,
see Page 2



ENCOURAGING anyone interested to find out more about the courses being offered next quarter in the NETS program are: Gladys Beverfarden, Employment Office secretary; Sarah Lawery, central dispatch clerk in the Transportation Operation; and Terri Schode, CSD secretary. At right, instructor Cynthia Call uses a stopwatch and the Gregg Shorthand method to help her students improve their skills.

ELIGIBILITY — Full time employees with six months or more service with the company are eligible for NETS courses.



Improve job performance with Ivy Tech instructors

Sign-up for free skills improvement classes taught by instructors of Indiana Vocational Technical College (Ivy Tech) begins Tuesday, November 14, from 5 to 6 p.m. in the 18-1 Conference Room.

The classes offer nonexempt employees, in particular, and others on a "have room" basis the opportunity to upgrade themselves and enhance their performance on the job.

The program is called NETS—nonexempt training seminars.

Details about the four courses being offered appear elsewhere on this page, having been set up on a quarterly basis with first quarter courses to be completed next week.

Although two of the four courses offered next quarter have first quarter prerequisites, Program Coordinator Lois Neloms and several of the instructors involved are encouraging anyone who has an interest in the subjects being offered to come to the registration days listed for consultation.

"Some people who don't realize it may already have the skills necessary to qualify for the second level courses," Lois said.

Lois and Robert Miller, who is a field training representative—business and industry at Ivy Tech, will be on hand during the testing and registration days to answer questions.

Shorthand I, one of the courses offered first quarter, received some of these comments from the instructor and students enrolled:

CYNTHIA CALL, INSTRUCTOR: "The best thing about the course for the students is that it helps them receive the skills necessary for a potential promotion. Even though some of the material might be very new, I would encourage potential students who think they might be able to qualify for Shorthand II to go ahead and apply, especially if they are more interested in improving their skills than receiving credit for the course."

DONNA KRAUSKOPF, EMPLOYMENT PRACTICES CLERK: "I had some shorthand before, but this course has improved my abilities and made me more efficient on my job. I also have found that the instructor was very thorough in her method of teaching."

GLADYS BEVERFORDEN, SECRETARY: "My new job requires more shorthand skills than ever before and this course has been very helpful to me. I'll be taking the second course so I can continue to build speed. The system being taught is somewhat different than what I learned years ago because it teaches us to use more symbols, relying less on memory."

DESCRIPTION OF COURSES

ACCOUNTING FOR SECRETARIES (0110) — Introduces fundamental principles, techniques and tools of accounting. Includes mechanics of accounting, summarizing, analyzing and reporting financial data. Teaches introduction to payroll accounting, handling cash and petty cash, reconciling bank statements and general banking procedures.

SHORTHAND II (1220) — Continuation of Gregg Shorthand I theories and principles. Basic rules of punctuation and letter-style are taught. Prerequisite: Shorthand I or equivalent.

BUSINESS COMMUNICATIONS FOR SECRETARIES (8111) — Designed to improve ability to handle communication situations in business and industry. Emphasis on oral and written problems. Learn psychology behind successful business correspondence and formats, mechanics of usage, punctuation and grammar. Prerequisite: Communications or equivalent.

STATISTICAL CHART PREPARATION (8210) — Introduces various ways to illustrate facts and figures common to business and industry.

NON EXEMPT TRAINING SEMINARS

WINTER QUARTER SCHEDULE OF CLASSES

CLASSES BEGIN:
CLASSES END:

November 27, 1978
February 23, 1979

REGISTRATION: Thurs., Nov. 16, 1978, 5 p.m. to 6 p.m., 18-1 Conf. Room
Tues., Nov. 14, 1978, 5 p.m. to 6 p.m., 18-1 Conf. Room

NOTE: December 18, 1978 through January 1, 1979 is Christmas & New Year's Vacation

COURSE NO.	COURSE TITLE	CR.	TIME	LOCATION
1220	Shorthand II	4	5-7:50 p.m. T Th	18-3 Conference Room
0110	Accounting for Secretaries	4	5-6:50 p.m. M W	GPM-Sect. 14 Manufacturing Conference Room
8210	Statistical Chart Preparation	1	5-6:50 p.m. T	18-1 Conference Room
8111	Business Communications for Secretaries	4	5-6:50 p.m. T Th	TST Training Center Small Conference Room

Ooops! Check your GE Store ad supplement for a booboo

Two errors have been found in prices reported last week in the 8-page Employee Store advertising supplement.

On Page 5, the price for the 40 Channel Mobile CB (Model 3-5814) is too high by a penny. The correct price should be \$54.98. Worse than that, the price of the AM-FM radio and 8-track tape player (Model 3-5507) on Page 7 is too low. The correct price is \$39.49.

But the important thing to remember is not to miss the "Fall Festival" sale days at the store, since so many prices have been greatly reduced.

GE 100 t-shirts, as an added incentive, have been reduced from a regular price of \$3.50 to just \$2.75 for the duration of the sale, Thursday, November 16, and Friday, November 17.

ACSO names GE 100 inventor award recipients

The Appliance Components Support Operation has recognized the need for technological advances with special awards to inventors during the General Electric centennial celebration this year. **Above, right:** Dove Erdman, Gene Barrett, Harold Fritzsche, Bob Mills, Dick Badhe with Manager Bill Ehner; (seated) Fred Kaenig, Dove Pierre, Arnie Greider and Marv Peterson. **Bottom, right:** Nick Baciu, Frank Avila, George Wolfert, Ron Nelson, John Oldenkamp, Harald Harms with Manager Bill Ehner; (seated) Hill Richardson, Dove Erdman, and Clavis Linkous. While the other awards recognized invention disclosure or silver medallion awards, Peterson was honored for his patent award dealing with the development of a water soluble magnet wire enamel. Linkous was given similar recognition on a patent for his work on a rotor design in a shaded pole motor.



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100 Years of Progress for People

ALLEY CHAT By Connie Houser

Rieger rolls record 618 series

Women's top scores for the year in both high series and high game were set in record smashing style at the GE Club.

Robin Rieger of the Pete & Tillie League fancied a fantastic 618 series! Robin's series included outstanding games of 224, 213, and 181. That 224 smashed the high game for the season, and is also high game of the week. Whew! Checking the dusty club records, we found that the last 600 for women was rolled in 1972 by "Cookie" Erwin with a 611.

If anyone is wondering why there are three big holes cut into the score sheets, it's because Robin wanted to save them. Let's give her a big hand for her super performance.

Third high game of the week was tallied by Jeanette Cook of the Tuesday Afternoon Ladies with a resounding 201.

More fine scores were reported by: Billie King, 195; Jan Blakeley, and Sandy Goff, 188s; Shirley Bohner, 182; Judy McInturf, and Liz Pappen, 181s; and Gertrude Savage, and Paula Gerding, 180s. Nice going.

The GE Office League managed to hold on to their lead with fifteen 200-or-better games. Thanks to colleague Bob Younghaus, GE Office also captured high series, and high game honors for the week as well. Bob zeroed in on a whopping 639 series including the top single score of the week with a dazzling 251. Two more fine rollers rallied scores over the 230 mark. Cody Falk turned in a good 235, and Bud Snyder was right on his heels with a fine 232.

More good games were bowled by: Bob VanRy, and Ken Bainbridge, 222s; Milt Marks, 218; Art Siedel, 215; Don Hitzeman, 214; Jake Gongaware (with his lucky cigar), and Henry Helberg, 213s; Dave Myers (Hey Dave, did you see which way that Brinks truck driver went?), 212; and Jack Rickoff, 210.

The Junior girls beat the boys this week when Patty Franklin was at her best with a great 556 series which included crowd-pleasing scores of 209, 207, and 140. But wait just one minute, Mark Shoppman was on top of the heap with a sharp shooting 212 game. Kyle Rickman was happy with a worthy 528 series. Good work juniors.

TOMORROW IS THE GE CLUB BINGO-HOPE TO SEE YOU ALL THERE AT 7:30 P.M.

THESE CAMERA TECHNICIANS are part of a Purdue University crew preparing a promotional TV tape about the Purdue Continuing Engineering Educational Programs. Using Fort Wayne GE as their example of how such programs can be developed, the crew is shown in the dramatic light of the testing sound lab at West Broadway.



Price competition lays off cable operators

Price competition and pressure to control costs, as exemplified by a \$6 million lost order for the Appliance Components Business Division as reported in the GE NEWS two weeks ago, is not unique to GE business located here. And it can mean a loss of jobs.

Such is the case for the Wire and Cable Department employees in Oakland, California, who are working hard to bring their prices down in their tough competitive market.

Similar to the situation in which a leading Division competitor took the \$6 million business away from ACBD, Anaconda took an order away from the Wire and Cable Department in Oakland because Anaconda's price was 5

percent below General Electric's.

Another big loss for Oakland was to General Cable because their price was 20 percent below GE's. "Because of losses like these, we've been forced into shutting down equipment and

laying off operators," said Wire and Cable plant manager Mike Riley. "We've got to work together to bring our costs down so that our prices are competitive. When we do that we can win back some of this business and halt further loss of jobs."

SCOREBOARD By Pat Ebetino

Mill beats Grill in double overtime

The Wire Mill team ran its record to 3-0 in this week's GE Basketball League action by capturing a thrilling double overtime victory over the Broadway Grill. Down 58-56 with only seconds remaining, the Grill's Willie Underwood hit a long jumper to tie the game and send it into overtime. Neither team could put the contest away, so a second overtime period was needed to settle the issue. Wire Mill was paced by Mike Bird with 24 and Sparky Wallace with 21. Broadway Grill's George Jordan took game scoring honors with 26, while Willie Underwood added 19. Final score, 74-72 Mill.

The Grill then got back on the winning track by upending the Shooters 58-57. Willie Underwood led the Grill's offense with 16 while Barry Light paced the Shooters' attack with 12.

The Superstars ran their record to 2-0 by outgunning Decatur 80-85. Jim Whitt, James Moore, and Leon Smith led the Superstars with 28, 18, and 17 points respectively.

Big D's Leaky Hutch ran its record to 2-0 by handing the Ratfinks a 63-38 setback. Larry Sordelet and Bruce Miller led the Hutch with 22 and 16, while Gary Martin netted 14 for the Finks.

Sheck's Oldtimers took it on the chin twice this past week. First Bill Jenkins and Leroy Basnight scored 11 and 10 points respectively to lead the Shooters to a 43-29 victory. Kenny Fehman hit 15 for Schecks. Then GPM outpointed the Old Timers 56-51. Walter Page canned 16 for GPM while Charlie Richardson helped out with 15. Jim Burton had the hot hand for Schecks with 18.

Hertz to issue cards for new discount rates

Hertz car rental agency has announced new over-the-counter discounts for GE employees, for use whether or not they are traveling on company business.

The new rates, which actually took effect November 1, provide: 36 percent discount for domestic (U.S., Alaska, Hawaii, Puerto Rico) travel which includes all time and-or mileage rates (gasoline excluded) with the exception of tour package rates, weekend and extended weekend touring rates; 28 percent discount in Canada; and 30 percent discount for international (a rental which originates in any country not included as domestic or Canadian).

There is also no drop-off charge for domestic rentals. Cash deposits are not required if the employee indicates that rental charges will be settled by a cash payment at the time of rental return. Another provision is that the renter's of GE's responsibility for the deductible portion of accidental loss or damage to any vehicle (within the continental U.S., Ha-

wai or Puerto Rico) is waived by Hertz.

GE employees can get the discount by presenting company identification at the time of rental. They should make certain that the GE identification number (CDP-ID 28608) is recorded on each individual Hertz Standard-Form Rental Agreement for worldwide tracking purposes.

Special Hertz identification cards at the new rate have been ordered for Fort Wayne GE em-

ployees. According to Toni McKenzie, of the travel services office here, the cards are expected to be available by December 15.

Employees interested in taking advantage of the Hertz discount can obtain their new rate cards at the Employee Store when the new cards arrive.

Don't miss the "Fall Festival of savings at the GE Store November 16-17.

*ADLETS

RIDERS WANTED

DECATUR TO AREA TO TS or Bdwy, 2nd shift. 1-592-7279.

FOR SALE

NEW VW SNOW TIRES on rims, lots of new VW parts. 484-7303.
GAS FURNACE, 48000 BTU's, 4 p.m. to 9 p.m. 747-4233.
GE FREEZER, 8 cu ft., good cond. 485-1213.
SNOW THROWER, 5 hp, self prop, stl in orig carton. 744-3042.
REM. 22 AUTO RIFLE, NYL on 66 w-case, \$75. 432-3274.

ELEC SNOW BLOWER, 14", \$25, ex cond. 456-8115.
BLK COAT w-natural mink, orig, sz 12-14, perfect, \$75. 484-9447.
PEDAL TRIM EXERCISER; new slpg bag; house plants. 743-8673.
TIGER PAW UNIROYAL RADIAL TIRES (4), good cond, \$15 ea. 489-6866.
15x8 WHITE SPOKE JACKMANS (4), 6 bolt, fit Blazer, \$100. 1-488-2677.
4 DRWR METAL DESK, \$35; canning jars, storm windows; misc. 432-0205.
'77 PINTO WGN LMTD, auto, \$3500. 747-4752.
BREAKFAST SET w-4 chairs, \$50, aft 6 p.m. 456-3924.
CREAGAR WHLS w-tires (2), \$120. 432-0237.
SNOW TIRES, A78x13, aft 5 p.m. 447-1637.
'73 GRAND SAFARI WGN, PS, PB, AC, good cond, \$1595. 745-9770.
'77 CUTLASS SUPREME, loaded; '76 Scirocco, silver. 456-7219.
AIR CONDITIONER, 14000 BTU's, good cond, aft 4 p.m. 447-9456.
7 1/2' WESTERN SNOWPLOW, A-frame, blade, pwr angle cyls. 693-3810.
MATCHING, 2 chairs, 1 loveseat, & couch, \$600. 622-4347.
OIL BURNER for furnace. 485-4173.
CAMP COT; vanity tbl; chair; 24" chain saw. 485-4455.
AFGHANS, various szs and patterns. 456-3047.
LARGE STEREO STAND, 2 shelves, room for spkrs. 478-1155.
CONSOLE COLOR TV, good cond, 21", \$100 or bst offer. 486-1971.
COUCH, pole lamp, coffee tbl; reas, 10 a.m.-2 p.m. 446-8333.
CORNET (Holton Collegiate), very good cond. 747-0031.
'71 CHEV PICKUP, \$1000 or bst offer. 749-0787.
MINI WASHER, \$50. 482-2724.
ICE SKATES, knee pads, etc. for hockey, nice for Christmas. 432-3305.

BEDROOM SUITES (2), good cond, \$75 ea. 432-6336.
ANTIQUE CHILD'S ROLLTOP DESK, maple, \$25 aft 6 p.m. 745-9602.
GIRL'S COAT, sz 14, like new, \$20; grn sofa, \$30. 432-6425.
BAUER HOCKEY SKATES, men's sz 10, ex cond, aft 6 p.m. 447-1474.
ALUM STORM DOOR, 36x80, \$10. 745-5105.
'73 HONDA 450 CC, A-1 cond, \$550 or bst offer. 745-2367.
'73 RANCHERO SQUIRE, AC, auto, PS, Gem Top, 400 hp. 1-475-5404.
METAL DINETTE SETS (2), formica top tbls, 6 & 4 chairs. 623-6361.
GE SELF CLEANING STOVE, clean, good cond, bst offer. 456-6421.
SNOW BLADE for Simplicity tractor. 749-9902.
'68 CHEV IMPALA, good running cond. 456-1648.
WHL COVERS, 15" Mag type, cost \$55, sell half price. 483-2767.
SNOW BLOWER, works good, 1 yr old, first \$100 takes it. 745-1645.
BATHROOM MEDICINE CABINET & sink. 485-9505.
BAZAAR, 3223 Hobson Rd., Nov. 10, 9 to 8; Nov. 11, 9 to 3.
CHEV WHLS, 2 szs, G78x15, fits Chev or Bellair, \$5 ea. 456-4170.
FIREWOOD, pickup load, aft 4 p.m. 693-3196.
'65 CORVAIR CONV, good top, rusty rocker panel, \$200. 432-4793.
GIRL'S SCHWINN, 24", blk & purple, like new. 483-6150.
SAILBOAT, 14' sloop, new, glass hull, cover, many extras. 456-8338.
PIANO, full sz Spinnet w-bench, new cond. 627-2674.
'78 MONTE CARLO, 350, red & wht, 14000 mi, loaded, \$5600, firm. 1-419-542-8480.
LADIES' WINTER COATS, sz 16; pant suits, sz 16, very nice. 456-6767.
SNOW TIRES (2), A78x13, mtd on GM rims, 1000 mi. 432 5813.

BEDROOM SUITE, 3 pcs; china cabinet; stereo; AM-FM radio. 422-0904.
WATER BED, king sz w-heater, bst offer. 484-9358.
'76 FORD E 150 VAN, V-8, auto, 138" wb, extras, 45000 mi, \$5000. 743-5893.
BUESCHER ALTO SAX, new pads w-case, \$125 or bst offer. 447-9728.
BOY'S SIDEWALK BIKE, ideal for learners, reas. 485-5730.
ELEC STOVE, avocado, ex cond, \$150 aft 5. 423-7065.
'65 MUSTANG, 6 cyl, 3 spd stk, part out or sell whole. 432-2414.
REVOLVERS, Colt Pythons, 4" & 6", aft 6 p.m. 623-3026.
50 YDS GREEN NYLON CARPET, \$1.50 per yd. 749-2407.
ONE ACRE AT SPRING CREEK, NEV, all recreation. 1-834-4401.
'74 PONTIAC, AC, tit whl, PS, PB, stereo, defog, reas. 637-6548.

WANTED

OLD FASHIONED METAL IRON w-attached handle. 432-7295.
BABYSITTING, days, playmates, NW, good care. 743-1817.
SNOWBLADE for small garden tractor. 483-8380.
PIPE THREADER; machine shop tools, dies and taps. 672-2452.
DRAPES, 120x84, lined or w extra sheer, good cond. 447-3105.
TENT, UMBRELLA TYPE. 422-8873.
LIONEL & American flyer trains, any cond. 724 8011.
FRUIT TREE SPRAYER, gas powered. 485-8866.

FREE

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Ads must be received only on this form by noon Monday for publication Friday. Submit only ONE per issue using one letter or number per box on form. Please leave one box blank for each intended space between words. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg _____

* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____



THIS HISTORIC photo which appeared in the October 18, 1959, issue of the **WORKS NEWS** depicts Wolter B. Huston, winner of an Edison Scholarship Contest, being congratulated by Charles A. Lindbergh. Henry Ford is between the two men in the foreground and Thomas Edison is at left. (Photo courtesy of Lee Cromer. Other historic photos for publication during the centennial year should be sent to: **GE NEWS, BUILDING 18-3, 1635 BROADWAY, FORT WAYNE, IN 46804.** All photos returned to sender.)

Utility rate increases

Continued from Page 1

millions spent on these improvements, plus the ongoing cost of maintaining and updating the systems, have added significantly to the cost of operations without adding to the utility of our products in the competitive market.

Ironically, when I&M was asked to account for its rate increases, many of the same situations surfaced. Vince LaBarbera, I&M Information Services Manager, said reasons for the rate increase include: 1) increased costs in putting a nuclear generating plant in operation to supply the increasing demands of its electricity customers, 2) the \$90 million price tag to install clean air devices on its present electricity generating facilities, and, 3) inflationary impact on the costs of operations, especially the increasing cost of the fuel which powers their generators.

RESOURCES IN COST SPIRAL

This cost spiral for energy resources is a heightened concern as we enter the high consumption winter months. Local plant operations will be continuing to emphasize conservation measures that have been developed during the past few years, Lindt says.

WHAT YOU CAN DO

Some important considerations for all employees in the months ahead are:

- Report any energy saving ideas noticed around your job location through your Suggestion Program or Cost Reduction Program since energy savings are of increasing value to the business.
- Continue observing all possible conservation practices such as turning off lights, shutting down machines when not in use, and efficiently using the resources needed.

Customer reports market softening, four divisions on strike

Local marketing managers are not the only ones in the appliance industry anticipating a potential softening in consumer demand during 1979.

The **WALL STREET JOURNAL** recently reported a similar trend as announced by White Consolidated, a major Appliance Components Business Division customer.

The report was carried in an article in which White Consolidated also reported a 7.5 percent boost in third quarter earnings and disclosed that four of its operating divisions are on strike.

The four divisions on strike are Kelvinator Commercial Pro-

ducts, Manitowoc, Wis.; Blaw-Knox Construction Equipment, Mattoon, Ill.; GR Manufacturing Co., Grand Rapids, Mich., and Blaw-Knox Food & Chemical Equipment, Buffalo.

About 2,000 of White Consolidated's 30,000 employees are involved in the walkouts. The oldest strike, the one at Kelvinator, dates back to August 17. The other three began in September and October.

The company said it's impossible to project how long the strikes would continue or what effect they might have on fourth quarter and annual earnings.

"The company doesn't believe

the strikes had a material effect on third quarter results," a spokesman said. He added that the company is involved in negotiations with both the United Auto Workers and International Association of Machinists.

Both the consumer product and machinery and equipment businesses contributed to the record third quarter and nine-month results, White Consolidated said. "The machinery and equipment group continues to enjoy strong

volume and profits, with backlogs in the machine tool sector at record levels."

The company also said it continues to experience increased sales in both U.S. and Canadian appliance operations.

Because the Canadian currency continues to decline, White Consolidated said, it recorded a noncash currency translation loss of about 12 cents a share in the first nine months of 1978.

Despite absolute sales and in-

come gains, the profit margin on total sales in the quarter declined slightly, White Consolidated said.

DEMAND SOFTENING

"Currently, the major appliance industry is experiencing some softening in consumer demand," the company said. "We expect this market softness to increase the margin pressures which already exist." But the company added that it continues to gain in market share for major appliance products.

Accident victim builds confidence

Continued from Page 1

insurance ran out," Charlie said. "But now everything has worked out just right anyway."

In addition to providing continuous income, Charlie's comprehensive medical insurance paid for more than \$21,000 in hospital, doctor and other bills. "You don't know what a relief that is 'til it happens," Charlie said, "I never knew before then how quick the bills could mount up."

As Charlie regained confidence

in himself, he was fitted with an artificial leg. It is equipped with an "automatic" ankle and knee and, again, GE insurance paid for 85 percent of the \$1240 limb.

"I walked with a cane for a while but learned to give that up last summer. All in all, I feel fine. I'm lucky that GE has a job for me where I can sit down to work and am looking forward to my retirement just like about anybody else," he said.

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General Electric News

GE 100 FORT WAYNE, INDIANA

NOVEMBER 17, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 39



Centennial Steuben Crystal Award recipients Dochterman and Wilcox

Sector honors local employees

In recognition of their outstanding contributions to the business, two Fort Wayne GE employees have received special Steuben Crystal Award Sculptures as part of the company's centennial program.

Only 100 employees from throughout the company are receiving this top honor, selected on the Sector level.

The two Fort Wayne recipients in the Industrial Products and Components Sector are Richard W. Dochterman and Albert Wilcox.

COST IMPROVEMENT LEADER

Richard W. ("Doc") Dochterman, Manager of Advanced Mechanical Engineering, has a long and distinguished record of innovative contribution to the Specialty Motor Department.

Dochterman is the holder of 42 patents and in the last year has opened five new dockets. In addition, two patent applications have been filed in his name, and one patent has been issued.

He has made substantial contributions to current projects which have not been recognized through the patent award routine and has been a leader in the area of cost improvements. Many of Dochterman's innovations have provided significant marketplace advantages which competitors have not been able to overcome.

DESIGN INNOVATOR

Al Wilcox, Advanced Manufacturing Engineer with the Specialty Transformer Business Department, has been employed by STBD since 1950 and is one of the

acknowledged technical leaders in the department and company.

His development activities have included eleven patent awards and four outstanding dockets. Wilcox' most recent development has been the totally new transformer core configuration — the "O" core, representing a major breakthrough in the transformer industry.

In addition, Wilcox constantly provides technical support to ongoing operations and his counsel is regularly sought by managerial, professional and hourly employees.

Key processes and equipment with which Wilcox is associated consistently help STBD produce transformers at significantly lower costs.

IU professors forecast housing slump—which could impact on business here

During the Seventh Annual Economic and Business Forecast Meeting held at the Chamber of Commerce last week, a panel of economists from the Indiana University School of Business discussed their economic forecast for 1979 and beyond. The IU professors revealed some discouraging information as related to GE-Fort Wayne businesses.

Specifically the outlook for housing in the coming year is not good as mortgage money is expected to be scarce and, therefore, expensive. The panel forecasted that mortgage interest rates may reach 12 percent to 13 percent in the coming year.

As a result, according to Morton Marcus, IU Research Economist, housing starts for single family dwellings are expected to decline 12 percent to 15 percent in 1979. And, a more dramatic decline of between 15 percent and 20 percent is expected for multi-family dwellings. This expected downturn for the housing industry is discouraging for GE-Fort Wayne operations since so many of our components are used in household products such as air conditioners, furnaces, and other appliances.

Investment in plant and equipment is another economic barometer for GE-Fort Wayne operations since many of our products have industrial and commercial applications. Also showing a negative trend, investment in this major economic category is expected to fall 5 percent to 6 percent below 1978 levels after adjusting for inflation.

In a more general sense, the economists were less pessimistic. They described the trajectory for the economy in the coming year as being flat but not declining. They expect 2.5 percent to 3.5 percent real growth for the American economy in 1979. Although this is slower than the growth rate in '78, it is still real growth and suggests that 1979 will not be a recession year, the IU professors related.

Contributing to the slower growth rate of the economy will be a continuing inflation rate of approximately 8 percent and a somewhat higher unemployment rate that is not expected to exceed 6.7 percent. Higher interest rates, trouble for the dollar abroad, declining U.S. productivity and reduced investment in plant and equipment (compared to major international competitors such as Germany and Japan) were also cited as negative factors by the panelists.

Indiana University panel members from the Bloomington campus were: Dr. Schuler Otteson, Dean of the School of Business; George Wilson, Professor of Economics and Business Administration; Professor Morton Marcus, Research Economist, and Dr. Eugene Brady, Chairman-Department of Business Economics.

Emerson reports record results

Emerson Electric Co., one of the Division's leading competitors, has reported sales and earnings in their fiscal fourth quarter ending September 30, to have increased "by slightly less than 15 percent" from record year-earlier results. This report appeared in *The Wall Street Journal* according to an interview with Emerson Chairman and Chief Executive, Charles F. Knight.

For the year the company registered sales and profit gains "of about 18 percent" from record fiscal 1977 results, the executives said.

Emerson expects fiscal 1979 to be "a year of growth, but at a slower rate than in recent years," the executive said.

Please turn to Page 2

Pension Trust's size, obligations reach new highs; GE contributions climb to \$280 million mark

The market value of the General Electric Pension Trust assets reached \$3.7 billion at the end of 1977. This amount was the highest ever reached by the Trust and it continues to be one of the largest of its kind in the nation. The financial facts of the Trust are shown in the Summary Annual Report of the Pension Plan distributed recently to all employees and pensioners.

But despite the Trust's huge value, it must continue to grow in the future if it is to meet its obligations. For example:

About \$1.5 billion of the Trust's assets, together with related future income, is required to pay the pensions of those already retired.

The other \$2.2 billion of the Trust, together with future contributions and income, is there to pay pensions to the thousands of current plan participants who will retire in the future.

Each new improvement in the pensions — for current retirees or those who will retire in the future — requires additional contributions from the company, on top of those needed for the current plan. Even in 1977, the Trust had an unfunded liability of \$732 million, due largely to new commitment's resulting from recent plan improvements.

The "Summary Annual Report" of the plan shows the items which increased and decreased the Trust's value in 1977. Here's where the income came from:

- \$280 million ... That was the amount contributed to the GE Pen-

sion Trust during 1977 by General Electric. It was the largest annual contribution since the Trust was established more than 50 years ago.

- GE employees, who contribute three percent of their earnings over \$6600, paid a net of about \$68 million.

- \$208 million ... That's the amount received by the Trust in 1977 as income on investments.

What about the items that lowered the Pension Trust's value?

- \$175 million ... That was the total of benefits paid out by the Trust during 1977 to GE retirees and beneficiaries. It was the highest amount paid out in any year, and that amount will increase as the number of people receiving benefits increases. More than 6000 were added to the pension roll last year.

Another item ... The value of stock and other securities in which the Trust is invested goes up and down with changes in the market. In 1977 such market changes resulted in an unrealized depreciation of \$282 million.

Taking receipts, disbursements and depreciation into account the Trust grew by \$100 million in 1977 to its record value of \$3.7 billion.

(While financial facts on the Trust's size and obligations present the big picture, for many employees, the value of the Pension Plan and how well it serves can be seen in articles about GE retirees and their retirement careers. See page 2).



FINANCIAL MANAGEMENT PROGRAM employees recently completed the company's Effective Presentation course as part of their training this year. They are: (seated) Steve Wolpert, SMD; Kathy Roth, SMD; Dennis Drum, SMD; and Wynn Hozen, SMD; (standing) Susan Hoke, SMD; Carol Konczewski, SMD; Steve Prott, STBD; George Dykhuizen, STBD instructor of the course; Mike Towe, SMD; Roger Grosso, STBD instructor of the course; Mike Winbush, SMD; Doug Lehman, SMD; and Peggy Damiano, GPM.

Strike at White Consolidated serves as example of what can happen here

A strike at four divisions of White Consolidated Industries Inc., as reported in last week's GE NEWS, is not expected to directly impact on businesses here in Fort Wayne. However, since White Consolidated is a major customer for the Appliance Components Business Division elsewhere, sales planners will be keeping an eye on developments as they affect the markets concerned.

"Even though the strike at White Consolidated has little impact on Fort Wayne GE, one of their locations on strike is GR Manufacturing Co. (Grand Rap-

ids, Michigan), a range manufacturer using timers made at Appliance Control Department in Carroll (Iowa) and they are directly involved," said Fred Fitchey, National Account Manager for the Components Sales Department.

Kelvinator Commercial Products (Manitowoc, Wisconsin) is another location for White Consolidated reported to be on strike. They are a small equipment builder using some Specialty Motor Department-Jonesboro motors. The situation at Kelvinator Commercial will be watched for potential impact by market ana-

lysts at that ACBD plant too.

"Right now I'm sure that White Consolidated customers are worrying about the availability of sufficient products to sell. This means they could be considering White Consolidated's competitors," said Fitchey.

"There's a useful business principle operating here. When labor disruptions occur, customers are inclined to protect themselves by transferring business to the supplier's competitors," he continued. "When you consider that GE in Fort Wayne is a supplier to so many customers, it's clear that labor disruptions can have an adverse effect on our customer's trust of GE as a reliable supplier. This can certainly lead to reduced sales for our businesses."

"The situation at White Consolidated just shows that it is in everyone's best interest to peacefully resolve problems through the grievance procedures that exist and by informal contacts instead of resorting to work stoppages. Such disruptions hurt everyone except out competitors," he commented.

This GE pensioner plays tennis at age 80

You want to find someone who plays a mean game of tennis? Someone who can give you pointers on improving your game?

In some towns you'd look for the local 30-year-old tennis pro. In Erie, Pa., you might well look for a retired GE coil winder named Don Shutt — an 80-year-old but still a tough guy to beat on the court.

Related story on Page 1

With his retirement income of pension and social security, he points out that "I have no financial worries." As a result he spends a lot of his time on the court and coaching younger players.

He doesn't brag about his game, though his admirers do. "I can hold my own with younger people — if they're young enough!" he grins.

Don signed on as a timekeeper at the Erie GE plant back in 1917. After World War I he returned to GE as a coil winder. He retired in

1963.

But from the time he was 12 years old, tennis was his sport. He became so well known in Erie tennis circles that today the local Don Shutt — Behrend College Tennis Championship Tournament is named in his honor. Yearly, it attracts players from all over the U.S. and from abroad.

Before and after he retired from his coil winding job in GE Don Shutt spent a lot of time as a tennis tournament follower. Last spring he flew to California to take in the World Championship Tournament. He's seen Asia and Europe and the tennis played there.

His GE retirement income of pension and social security serve him well. They also provide him with time and financing for his other interests in life, which includes heavy reading in philosophy economics.

"You get a lot out of life if you're receptive and active," says Don Shutt, and he follows his own advice.

Partial list of auction items ready

A partial list of items scheduled to be sold at General Electric's public auction Saturday, December 2, follows:

- 1973 Chevrolet 4-door sedan, automatic, power steering, power brakes, air cond.
- 1973 Chevrolet stationwagon, automatic, power steering, power brakes, air cond.
- intercoms
- fan blades and brackets
- furnace blower
- room air conditioners
- condenser unit
- E-Z lift truck
- 2 fork trucks
- 1 flatbed electric truck
- motor generators
- steel work benches
- several specialized test benches
- misc. hydraulic units
- folding chairs
- battery charger
- lead wire
- 8 steel office chairs
- one wood library desk
- 14 blue office chairs
- 1 blue sofa
- platform scales
- layout tables
- metal office desk
- lamp
- drafting tables
- typewriters
- calculators
- end table
- lead stuffer machine
- green padded chairs
- black padded office chairs
- office tables

Auctioning will begin at 10 a.m. at the Taylor Street salvage area. Entrance will be through the employee parking lot and those attending will be given a chance to examine sale merchandise before it is sold.

Vacation banking helps employees plan for future

Ask a couple GE employees what they might use the vacation banking plan for and you might learn some interesting ideas about saving for the future. Here's what two Specialty Transformer employees — one who is using the program for the first time and another who has utilized it from the time it started about five years ago — had to say when the GE NEWS asked them their reason for vacation banking:

ROBERT KNOIL, tester in Building 27 — "Since I'm going to retire in a couple years, I wanted to have a kind of a 'bonus' waiting for me when that time comes. My wife just retired from the City Utilities with some money she had accumulated by not using up her sick days. In the same way, I will be able to save through the vacation banking at GE. Right now I may use the money to buy some camera lenses since photography will be one of my main hobbies after I retire."

"Another reason I'm starting to use the vacation banking is that, with 40 years of service, I get the maximum time for vacation. But about three weeks is enough for me to be off work. I like to be active and since my health is good and I like my work, the vacation banking gives me a way to save for after I retire."

WILLIAM F. GEPFERT, sheet metal worker in Building 27 — "I started vacation banking about five years ago when I first found out the program was offered. The reason I started is so I'd have something I can fall back on if I need it during my retirement."

"I'm not saying my pay is all that good, but it is plenty enough on my incentive worker job so that I can invest in the other savings programs and still use vacation banking too."

"I guess you might say it is just plain a good investment for me."

As the comments by these STBD employees indicated, you are eligible for vacation banking if you are entitled to vacation time over the maximum three weeks, or in excess of your plant's primary shutdown.

If you want to use this vacation plan feature, though, you'd better hurry because time is running out.

"To use the banking benefit in 1979, an employee must make sure his election form is received by payroll by November 30, 1978," said Pat Harris Payroll Manager.

A letter concerning the vacation banking provision has been

distributed to all employees eligible for the benefit. Those who want to use banking should contact either the payroll department or employee relations representative in their area to get the forms they need to start banking.

It works like this: Vacation banking lets you "bank" one or more full days of vacation in excess of three weeks — or in excess of the plant's primary shutdown if it is longer. You are paid normally for work on "banked" days, and your vacation pay for those days is credited to your retirement option account under the Savings and Security Program. If you don't have such an account, one will be opened for you.

Your "banked" pay — invested

in one of the S&P securities will be held until your retirement or until your service with GE is terminated for some other reason. According to Harris, election to bank vacation days is irrevocable. That means that if family or plant production needs change, you can't change those banked days back into vacation days.

"This information", he adds, "is not a solicitation for participation in vacation banking but simply a reminder to eligible employees to study the benefit."

Emerson results

Continued from Page 1

"We see a mixed bag in fiscal 1979," he continued. "There's a wide range of economic forecasts floating out there. During the last quarter we've moved over to the side expecting a mild recession, probably in our fiscal second half."

Emerson's cost-reduction target in fiscal 1979 is \$85 million, Mr. Knight disclosed. He reported that cost reductions in fiscal 1978 approximated \$76.5 million, versus a target of \$72 million.

In fiscal 1979 "we see our acquisition activity picking up," he said. "We are pursuing aggressively a number of product line extension opportunities."

Discussing fiscal 1978 results, Mr. Knight said, "No major business unit was off in sales, and practically all were up in earnings."



Holiday time off

In general, Fort Wayne GE facilities will be closed in observance of the Thanksgiving holiday November 23 and 24.

There will be no regular edition of the GE NEWS that week either.

Have a safe and happy Thanksgiving.

Thanksgiving Menu

SPECIAL
TUESDAY, NOVEMBER 21, 1978
SLICED TURKEY
CELERY DRESSING
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BUTTERED PEAS
DINNER ROLL & BUTTER
CRANBERRY SAUCE
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\$1.75, Tax Included

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WIDESCREEN 1000 HOME TELEVISION THEATER

The GE Widescreen 1000 features a picture three times bigger than a 25" diagonal TV set. Over 1000 square inches of viewing area. It's like being at the movies, front row center or on the fifty yard line. Come in and see for yourself.

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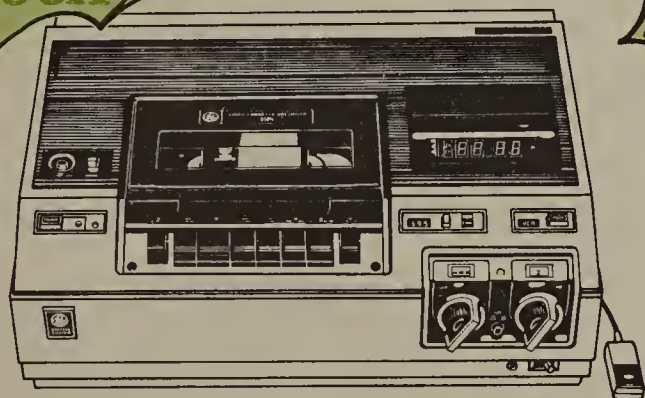
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Colorful GE TV
Christmas



MODEL 45YP9000W
Crafted of the finest wood solids and quality veneers with simulated suede accents.

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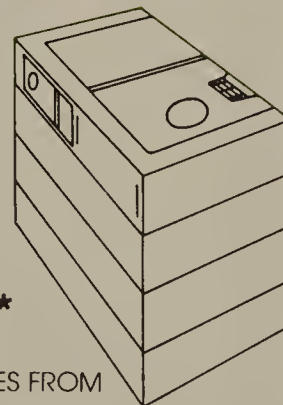


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DESIGNER STYLING
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VIDEO TAPE CARTRIDGES WITH EACH VCR PURCHASED*



- FOUR... BLANK 4 HOUR TAPES FROM YOUR DEALER.
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* FROM PARTICIPATING DEALERS.

HERE'S MORE GE
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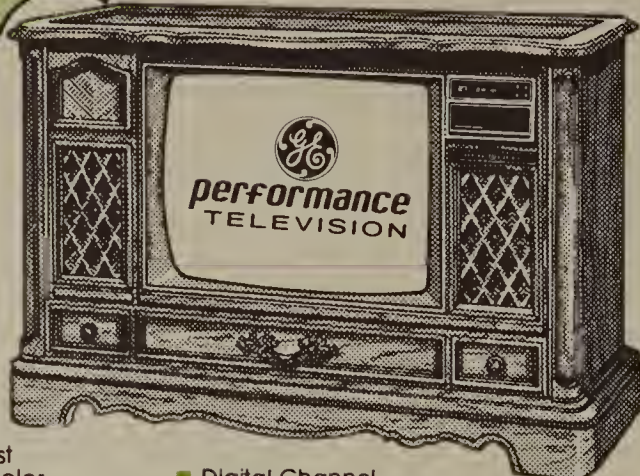
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performance TELEVISION

25" diagonal
COLOR TV
COUNTRY FRENCH
STYLING... genuine
hardwood solids,
distressed oak
veneers, wood
composition board,
and simulated wood
accents.

Model
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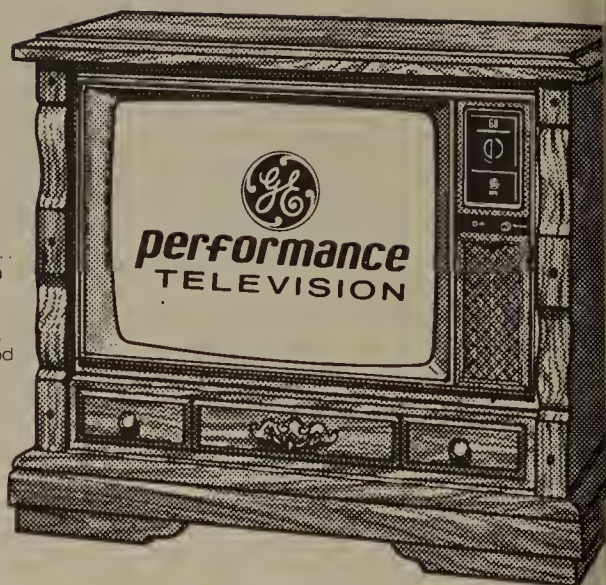
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- Modular Chassis Design
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25" diagonal
COLOR TV
COUNTRY STYLING...
distressed oak finish
on genuine hard-
wood solids, wood
composition board,
and simulated wood
accents.

Model
25YM9825K



- VIR "Broadcast Controlled" Color
- Electronic Tuning—With Single-Knob Convenience
- Light Sensor
- 100% Solid State Chassis
- AFC-Automatic Frequency Control
- Modular Chassis Design

- Black Matrix In-Line Picture Tube
- Illuminated Channel Numbers
- "Tilt-Out" Control Bin
- Sharpness Control

EMPLOYEE DISCOUNT†
\$8000

Color Portables



19" diagonal COLOR TV/19YC9772K
THE DESIGNER COLLECTION...
contemporary oak finish on high
impact plastic.

- VIR "Broadcast Controlled" Color
- Random Access Remote Control
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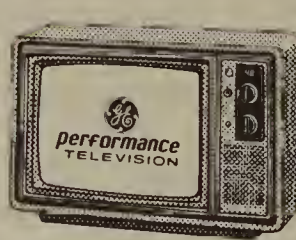
EMPLOYEE DISCOUNT†
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19" diagonal COLOR TV/19YA9728W
Walnut finish on high impact plastic.

- VIR "Broadcast Controlled" Color
- Light Sensor
- 100% Solid State Chassis
- Modular Chassis Design
- AFC-Automatic Frequency Control
- Black Matrix In-Line Picture Tube
- Digital Channel Numbers

EMPLOYEE DISCOUNT†
\$5000



17" diagonal COLOR MONITOR TV/
17AA9604W
Walnut finish on high impact plastic.

- Color Monitor System
- 100% Solid State Chassis
- Black Matrix In-Line Picture Tube
- VHF "Pre-Set" Fine Tuning
- Digital Channel Numbers
- DC Restoration
- Automatic Frequency Control

EMPLOYEE DISCOUNT†
\$4000



13" diagonal COLOR MONITOR TV/
13AA9506K
Oak finish on high impact plastic with
custom retractable carrying handle.

- Color Monitor System
- 100% Solid State Chassis
- Black Matrix In-Line Picture Tube
- VHF "Pre-Set" Fine Tuning
- DC Restoration
- Automatic Frequency Control

EMPLOYEE DISCOUNT†
\$3500



10" diagonal COLOR MONITOR TV/
10AA9408W
Walnut finish on high impact plastic
with molded-in carrying handle.

- Color Monitor System
- 100% Solid State Chassis
- Automatic Frequency Control
- ACC Automatic Color Control
- In-Line Picture Tube System
- VHF "Pre-Set" Fine Tuning

EMPLOYEE DISCOUNT†
\$3000

Black & White TV

- AC/DC Operation
- 100% Solid State Chassis
- VHF "Pre-Set" Fine Tuning
- Set-And-Forget Volume Control
- Personal Earphone

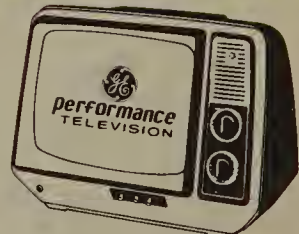
EMPLOYEE DISCOUNT†
\$1450



15" diagonal BLACK & WHITE TV/
15XB9226V
Cameo ivory finish. Personal
earphone included

- AC/DC Operation
- 100% Solid State Chassis
- VHF "Pre-Set" Fine Tuning
- Set-And-Forget Volume Control
- 70 Position "Click-In" UHF Tuning
- Personal Earphone

EMPLOYEE DISCOUNT†
\$1250



12" diagonal BLACK & WHITE TV/
12XB9122B
Midnight black finish. Molded-in
carrying handle.

SEE YOUR GE DEALER FOR ADDITIONAL
GE PERFORMANCE TELEVISION MODELS!

†Subject to provisions of the Employee Product Purchase Plan.

Fire school fans flames of precaution

Fort Wayne GE's 400 or so volunteer firefighters just finished their annual fire school with a new slant. Instead of the usual practice of putting out fires, this year's class sessions stressed prevention.

Among the many things they learned this year is this list of "housekeeping" concerns that would benefit all employees to review:

1. Observe no smoking restrictions in the areas marked as such.
2. See that excess trash is hauled away or put in the proper container.
3. Request that drums of flammable liquids be equipped with a "safety bung" pressure valve and that they be grounded for static electricity.
4. Don't block fire doors, exits and fire equipment.

According to Bob Walt, Supervisor-Plant Protection Broadway, most potential fire hazards can be eliminated by following good housekeeping practices. "Even though statistics show that the leading cause of industrial fires is electrical, most fires involve some sort of human error," he said.

He suggested that all employees, with the assistance of volunteer firemen, take a quick check of their areas to eliminate some of their areas to eliminate housekeeping hazards.

This year's fire school was instructed by Walt for East and West Broadway volunteers. A similar school was conducted by Jerry Koehl, Supervisor-Plant Protection Taylor St. and Winter St., for the volunteer firemen at those locations.



SHOWING Joe Collins, GPM punch press operator in 4-1, how a pressure gauge operates on the fire pump in Building 13 is Bob Walt, Supervisor-Plant Protection Broadway (above). (At right) Rex Richmond, 8-1 maintenance, gets practice draining the fire hose before rolling it up for storage. Even though this year's fire school stressed prevention, not practice putting out fires, the class did get outside (below) to learn how to cool down GE's large fuel tanks in case of an emergency.



*ADLETS

RIDE WANTED

ZANESVILLE TO BDWY, 8 to 4:36.

FOR SALE

GE CHEST TYPE FREEZER, 6.2 cu ft, 217 lb cap, wht, \$150. 749-8360.
GE STOVE, ex cond, top line. 639-3741.
SNOW TIRES (2), G78x14 on Chevy rims, \$40. 489-5931.
'78 FORD F150 WHLS, \$10 ea; hub caps, \$4-\$10. 1-488-2717.
'77 MUSTANG, V6, 4 spd, AM-FM 8 trk, CB, new tires, aft 1 p.m. 447-7152.
PORTACRIB; youth bed; 15" 6 ply tires on Dodge rims. 485-2002.
FRESH GOAT MILK daily; Corvett whls. 625-3188.
SHOOTING STAR BEAM ANTENNA w-tripod & cable. 745-3711.
289 FORD ENGINE; 2 & 4 bbl manifold & carbs. 672-2736.

PORTABLE AUTO HUMIDIFIER, ex cond. 432-0856.
TYPEWRITER, portable w-case, manual, pica type, \$30; hair dryer, \$5. 747-3871.
BABY BED, bwn crib, dbl drop sides, multi-position, \$20. 747-0241.
FORMALS, suits, dresses, skirts, like new, szs 14 & 16; men's suits. 485-0102.
PROFESSIONAL BUTTONHOLER by Singer, ex cond. 493-2384.
CHRISTMAS TREE; three strands lights, \$20. 456-5362.
SNOW TIRES (2), 8.25x14 & whls for Chev., \$30. 424-8975.
'63 OLDS STARFIRE CONV, full pwr, restorable or parts. 483-8874.
7.5 HP GARDEN TRACTOR w-mower, Sears, \$150, runs good. 456-9265.
MATCHING METAL TWIN BED SPRINGS, ex cond, \$40 both. 747-5731.
'71 GREMLIN, \$350. 489-5815.
3 BDRM RANCH, SE, air, fireplace, Village Woods, \$42900. 447-4224.
'71 LTD, tape, AM-FM, aft 5 p.m., \$695. 422-3325.
ROLL-AWAY BED. 432-3793.

GE DISHWASHER, avocado, 40" portable; elec stove. 637-3282.
ARTIFICIAL CHRISTMAS TREE, 6 1/2' Scotch Pine, cheap. 483-1757.
SINGER ZIG ZAG SEWING MACHINE w-desk cabinet, aft 4 p.m. 447-6611.
COFFEE TABLE, glass top, walnut veneer, 58" long. 639-3142.
LADIES BOWLING BALL, 14 lb; shoes, 8 1/2 B, bag, \$25 all. 747-3701.
CELERY GREEN CASHMERE COAT, like new, sz 14. 456-8300.
B&W TV, 21" console, like new; folding whl chair. 747-4802.
SNOW TIRES (2), L78x15; 2 G78x15; 2 855x15; 2 whls. 485-1224.
ELEC HEATER, good cond; ladies shoes, sz 9AA, BJ Miller. 743-1505.
ARTIFICIAL CHRISTMAS TREE, 6 1/2', \$5. 493-3383.
'74 AMC HORNET, good cond, 60000 mi, asking \$1500. 693-3415.
'71 TORINO, 351, V8, PS, PB, snow tires on rims, \$900, aft 5 p.m. 483-9258.
FIREPLACE SCREEN, blk w-brass & andirons, \$30. 485-8848.
ELECTRIC CHORD ORGAN, \$35. 483-5102.
GAS SPACE HEATER; hair dryer; vibrator; ironer; .5 hp mtr. 747-5154.
TURNABLE, new, reg \$133, asking \$70. 672-2608.
FIESTA WARE COFFEE SERVER, water pitcher, teapot. 484-3881.
CANNED BEEF, \$64 case of 24-28 oz cans. 693-9369.
'72 MUSTANG MACH I, 351, red w-blk inter, auto, PS, PB. 672-2260.
SNOW TIRES (2), G78x14, WSW, used 2000 mi. 744-5184.
TABLE TOP RANGE, hood & oven; king size headboard. 432-8468.
PENTAX 35MM CAMERA, electronic flash, extra lens. 422-7723.
SINGER FUTURA SEWING MACHINE, ex cond, attachments, \$200. 432-3661.
SNOW TIRES, G78x14, 1 mtd on Chev whl, 2 mtd Nova Rallye whls. 489-5635.
UNDERWOOD ELEC TYPEWRITER, elite type, ex cond, \$120. 432-3161.
SINGER SEWING MACHINE CABINET, \$15. 1-638-4828.
'76 SCIROCCO, slvr, AM-FM, 29000 mi. 456-7219.

ALLEY CHAT By Connie Houser

Young bowler ties high game score

The Monday Nite Ladies would like to make sure that everyone sees the new attraction on the bulletin board. Their youngest bowler, Terri Weiks tied the season high game with a classic 224 game, netting second place for high series for the week as well with a solid 522. It's hard to believe that Terri was bowling on our Junior League last year — what a performance!

The Tuesday Afternoon Ladies are happy to see Gail Martin clinch the high series of the week with a sound 544 series including good scores of 192, 180, and 172.

The Guys & Dolls smoked the alleys for two more double hundred figures with Marianne Pierce's whopping 207, and Karen Hall's amazing 201.

More fine scores were reported by: Sandy Sanders, 197; Jean McDaniels, 194; Wilma Born, 192; Myrtle Braun, 191; Lois Weaver, 189; and Vide Francies, 185.

The GE Office League is out in front this week missing last week's record of 200s by just one, with a grand total of 14. And to top that off, they also snatched the only 600 for the week along with high game as well. Thanks to Ray Junk's crowd-pleasing 615 series including a super 245 game.

Many leagues capitalized on strong games: Bill Smeltzley, Guys & Dolls, 237; Paul Long, Friday Nite Taylor St., 236; Buck Somers, GE Office, 234; Don Bell, GE Office, 233; Jim O'Bryan, Small Motor, 232; Dude Kamphues, Hermetic, 222, 232; and Tom Schible, 230.

More foot stomping 200s were shot by: "Weo" Schwyer, 228; "Doc" Chapman, 227; Ralph Thomas, and Allie King, 226s; Bob Smith, 225; Tom Schmitt, 224; Phil Whysong, 221; Don Caudill, 218; Howard Beery, 217; John Hunnicutt, 215; Bill Kumfer, 214; Dave Uncapher, Dan Connors, and John Wilson, 213s; Bernie Huguenard, 212; Art Smethers, and "Bud" Aker, 211s; and Page Churchward, 210. Whew!

The Seniors are in the news with Mae Dial giving the pins-a-spin for a fantastic 540 series including fine games of 201, and 181. Milt Marks kept things alive for the men with a 601 series. Milt hit that mark with a smooth 213 score. High game for the week goes to Jim Wright with a swell 231, and Scudder Chaney held second place with a 200. Nice going.

Career planning gets boost with Adult Learning Workshops

Adult Learning Workshops to assist employees with career planning and to answer other questions about educational interests have been scheduled for the following times:

• 7-7:30 p.m., Nov. 30, 18-1 Conference Room (second shift hourly employees may bring their lunch along, also for non-exempt salaried employees who prefer to attend an evening session)

• 3:30 p.m., Dec. 7, 18-1 Conference Room (first shift hourly employees may attend this session immediately after work, other employees who prefer this time slot may also attend)

• 4:45 p.m., Dec. 7, 18-1 Conference Room (this session scheduled so non-exempt salaried employees may attend after work, hourly employees also welcome)

The workshops, which are to be lead by Kay Hahn, of the Adult Learning Services at IU-PU Fort Wayne Campus, will cover such topics as: taking occupational interest exams, vocational training, getting a college diploma, evening correspondence study, making a career plan or career change, return to learning workshops, life direction seminars and others.

Questions about the Adult Learning Workshops being held at GE should be directed to Roberta Anderson, Ext. 3418.

The workshops are being set up because of employee requests and in response to a coupon appearing in the GE NEWS.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|--|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. Submit only ONE per issue, using one letter or number per box on form. Please leave one box blank for each intended space between words. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____ Address _____ City _____ Bldg. _____

Home Phone _____

* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

WANTED

LIONEL & American flyer trains, any cond. 724-8011.
USED MACHINIST TOOL BOX or base, long metal preferred. 747-4986.
BROWNIE UNIFORM, sz 6X or 7; elec guitar. 747-5236.
TRICYCLE, 12" or bigger. 745-9200.
GO CART in good cond. 1-693-2357.
13" COLOR TV in good cond. 489-5834.
BABYSITTER, school age, 1-2 eves wk, our Estlnd Grdn hme. 447-6501.
FM CONVERTER for 12 volt car radio. 485-2520.
PORTACRIB or sm bed for baby. 747-5487.
ANNIVERSARY or 400 DAY CLOCKS, any cond. 447-5413.
BINGO PLAYERS, 7 p.m., Nov 20, The Lantern. 422-5766.
HANDYMAN for small repair & concrete repair work. 747-4066.
INSIDE PAINTING WORK for student. 422-1911.



CHRISTMAS entertainment at the Elex Christmas Program Sunday, December 10 will be provided by the Arbors, a vocal quartet made up of two sets of brothers: Tom and Scott Herrick and Ed and Fred Forren.

ELEX DECEMBER CALENDAR

Holiday brings many activities

- 1 — Quintus Chapter Board Meeting, 9:30 a.m., 2814 Winter St.
- 2 — Shopping trip to Fairlane Town Center, Dearborn, Mi.
- 4 — Partizan Chapter Board Meeting, 11:30 a.m., Lucky Steer Restaurant, 2012 Getz Rd.
- 5 — Reservation deadline for December 10 Elex Club Christmas Program.
- 9 — Officers decorate GE Club auditorium, 9:30 a.m.
- 10 — Elex Club Christmas Program, 2 p.m., GE Club Auditorium. Tickets \$1.00 each for Elex Club members only.
- 13 — Pen-El Chapter installation and Christmas luncheon, 12 noon, Salem United Church of Christ, 2401 Lake Ave.
- 15 — Quintus Chapter Christmas luncheon, 11:30 a.m., Heritage House Smorgasbord, 4747 North Lima Road.
- 15 — Elex Executive Board Christmas party, 12 midnight, Zoli's Restaurant, 2426 Broadway.
- 18 — Honor-ettes Christmas luncheon, 12 noon, Salem United Church of Christ, 2401 Lake Avenue.
- 18 — Executive Committee Christmas party, Mountain Jacks', Coliseum Blvd.
- 19 — Partizan Chapter Christmas luncheon, 12:30 p.m., Shrine Club Arabian Room.
- 20 — El-Par Chapter Christmas luncheon, 12 noon, Kentucky Fried Chicken restaurant, 3204 North Anthony Blvd.

Night workers, retirees can enjoy fun with newly formed 'Golden Squares'

The Golden Squares are a newly formed square dance club that meets every Wednesday afternoon at 1 in the GE Club gym. The Golden Squares meet especially for retirees and night workers, with a cost of only \$1 per person and friends and relatives welcome.

Those interested need not have previous square dance experience as the dancing will be kept at a relaxed level. Couples or singles are welcome and single men especially are urged to take advantage of this chance to keep in good physical condition.

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100 Years of Progress for People

Elex Christmas program features group with pop music chart hit singles

The Arbors, discovered several years ago by Arthur Godfrey, are the vocal quartet headlining this year's Elex Club Christmas Program at 2 p.m. Sunday, December 10.

The group is made up of two sets of brothers — Tom and Scott Herrick and twins Ed and Fred Farren.

The foursome started at the University of Michigan at Ann Arbor and a few years later landed on the pop music charts with the hit single "Symphony for Susan." The group followed their first hit with several more, including "The Letter," and "I Can't Quit Her."

For their show at the GE Club auditorium, the Arbors have taken old standards, modern classics, a medley from "The Graduate," and a few barber shop quartet numbers, and blended them into a fast moving, well-constructed show with something for everyone.

Doors for the program, called "Christmas Fantasy" will open at 1 p.m. Admission for Elex Club members only is \$1 each. All persons must be present to receive their gifts.

Tickets are available from club

contact girls in various plant locations. Reservation deadline for "Christmas Fantasy" is Tuesday, December 5.

GIFTS FOR THOSE IN NEED

As part of their Christmas celebration this year, Elex Club is also gathering gifts for adult residents at the Fort Wayne State Hospital and Training Center. Those to receive the gifts are residents who do not receive Christ-

mas gifts from their families.

Gifts recommended are: grooming items, panty hose, stretch gloves, model-cars, puzzles, craft items and others. They must be new, and not wrapped.

Those who want to participate in this special charitable project are asked to please bring their gifts to the Christmas program December 10.

Employees notified below about Toxic Substances Control Act

The letter below from General Electric is one step in a plan for assuring compliance by GE and its employees with the requirements of the Federal Toxic Substances Control Act.

The intent of the regulation is that the Environmental Protection Agency be notified when there is a reason to believe that a chemical substance presents a health or environmental risk of a kind that is not already known by the EPA. The regulation does not require notification concerning known chemical risks (such as, for example, those associated with asbestos, mercury, and many other substances for which appropriate control standards already exist).

The company has established a procedure for processing information obtained by any employee concerning substantial risks caused by chemicals. The procedure provides for evaluating the information, and for determining whether, under the regulation, notification to the EPA is required.

The letter advises employees of this procedure, and how to submit information for processing.

To All Fort Wayne GE Employees:

The Toxic Substances Control Act imposes certain duties on persons who manufacture, process, or distribute chemical substances and mixtures. Section 8 (e) of the Act is as follows:

"Notice to Administrator of Substantial Risk. — Any person who manufactures, processes, or distributes in commerce a chemical substance or mixture and who obtains information which reasonably supports the conclusion that such substance or mixture presents a substantial risk of injury to health or the environment shall immediately inform the Administrator of such information unless such person has actual knowledge that the Administrator has been adequately informed of such information."

Included in "substantial risk" information are human health effects, environmental effects, and emergency incidents of environmental contamination.

The Administrator of the Environmental Protection Agency (EPA) has authority to issue regulations to enforce the law. Under Regulation 43 FR 11110 EPA imposes the reporting requirement not only on employers, but additionally, on all employees capable of appreciating the significance of substantial risk information. The failure of any such employee, on obtaining information which reasonably supports the conclusion of a substantial risk, to report such information may subject both the employee and his employer to severe civil and criminal penalties.

Under the EPA Regulation, the employees of a business organization who submit pertinent information internally are relieved of their obligation to report directly to EPA provided their employer establishes, internally publicizes, and affirmatively implements procedures for employee submission and corporate processing of substantial risk information. The Regulation affirms that an employee who submits risk information for internal processing in accordance with publicized procedures shall have discharged his or her obligation under Section 8 (e) of the law.

A procedure has been established for corporate processing of information pertaining to substantial chemical risk. For employees who work in Fort Wayne GE facilities where chemical substances or mixtures are manufactured, processed, or distributed, notices have been placed on bulletin boards advising that information is to be reported to, and the procedure is available for examination in the office of, a designated "Site Processor."

For all other employees ... i.e., employees working in facilities where chemical substances or mixtures are not manufactured, processed or distributed, such as facilities in which office-type work only is performed, information is to be reported to, and the procedure is available for examination in the office of, the Manager-Division Environmental, OSHA, Energy Resources Operation, Bldg. 8-2 in Fort Wayne.

Regardless of which kind of facility an employee works in, and regardless of which facilities of the General Electric Company the substantial risk information applies to, it is essential that the information be immediately communicated to the Site Processor, or the Manager-Division Environmental, OSHA, Energy Resources Operation, as appropriate.

George B. Farnsworth
Vice President and General Manager
Appliance Components Business Division

General Electric News

GE FORT WAYNE, INDIANA

DECEMBER 1, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 40

COLA adds 23 cents an hour, \$9.20 weekly to plant pay rates

Another cost-of-living adjustment (COLA) has raised the pay rates for about 4500 hourly and nonexempt-salaried employees in Fort Wayne. Effective Monday, November 27, hourly rates went up 23 cents, while nonexempt-salaried rates advanced \$9.20 weekly on the average.

For hourly employees this increase is part of the pay-improvement package worked out by the company and the union during the 1976 contract negotiations. At that time the company announced that similar increases would be given to nonexempt-salaried employees not represented by a union.

This is the second time this year that Fort Wayne's hourly and nonexempt-salaried pay rates have been boosted. In June there was an increase of 25 cents an hour or 4 percent, whichever provided the larger raise for the individual.

BENEFITS GO UP AGAIN

As usual whenever there is a

pay raise, the value of the employee benefits package automatically escalates upward. That happens because many plans are tied to employee earnings so as pay goes up, so do the benefits. (For a comparison look at the relationship between pay-benefits and other business expenses since 1974, see the chart on Page 2

of today's paper.)

"These two pay increases in 1978 will have quite a favorable effect on the numbers that will be in next year's Personal Share Statements," said Tom Callant, Manager-Compensation. "For many there will be higher insurance benefits, higher pension estimates, and more in their savings plans as a result of these two 1978 increases."

Callant said that the two pay increases this year, along with the roll up of benefits costs that go along with these raises, have added about \$6.5 million a year to Fort Wayne's business costs. The area's total GE payroll is now at a record high of more than \$102 million annually.

It is expected the cost-of-living increase will be included in paychecks passed out December 13 for hourly employees. Nonexempt employees can expect to see the increase in their paychecks December 8, adjusted retroactive to November 27. Christmas shoppers will particularly welcome this timing.

Salaries of exempt employees are not directly affected by this cost-of-living increase for other employees. However, periodic changes in the exempt salary structure have served to protect exempt pay rates against inflation.



Employees rush to store for special bargains

Last week, hundreds of GE employees, their families and retirees took advantage of special sale prices at the Employee Store during their annual "Fall Festival." Glenn Bice, of the Transportation Operation, his wife, Ina May, and daughter, Sonia, look over a stereo tape player. It looks like Sonia has found just the one for under her Christmas tree. (Additional photos on Page 2.)

Carter's money clamps put squeeze on local operations

Special for the GE News
by Fred Warner,
CSD Manager-Market Analysis

Moves in recent weeks by the Carter administration to cut inflation and bolster the dollar are expected to have dramatic effects on GE businesses in Fort Wayne. After several years of high monetary growth (government printing money at a high rate), the government has now put the clamps on money. The results are that interest rates are skyrocketing and there will be less funds available to borrow.

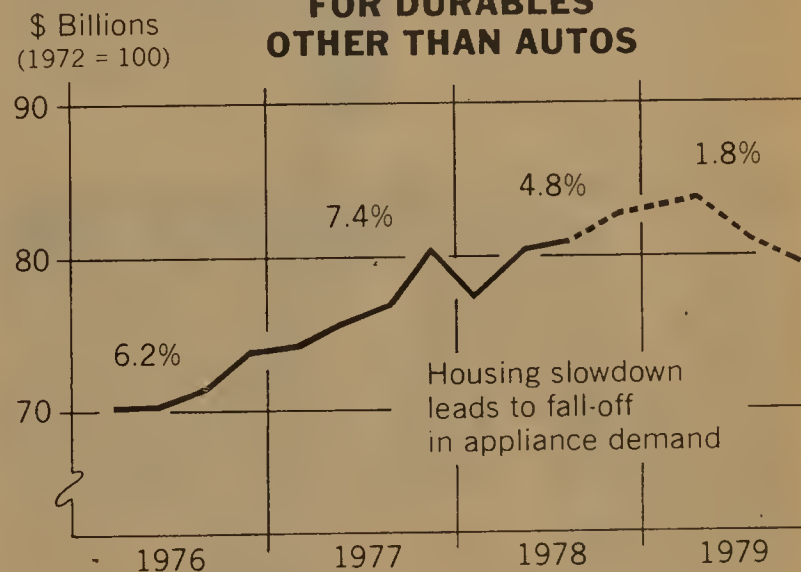
Irrespective of the President's wage and price guidelines, which may or may not be effective in

controlling inflation, the moves earlier this month will put a damper on the economy. Housing starts are likely to take the brunt of the action. While 1977 and 1978 were strong years for housing with 2 million starts each year, 1979 is now expected to be down 15 to 20 percent. Much of the Appliance Components Division business is dependent on supplying components for use in air conditioning, furnaces, refrigerators, ranges, dishwashers, and other household appliances. In the past, purchases of these products have declined in harmony with declines in housing construction.

While there still is strong basic demand for new homes, particularly from the large 25-40 year-old age group (the "Baby Boom" generation), there is a question about their ability and willingness to purchase homes if mortgage rates reach the 12 to 13 percent forecast for 1979. Another problem is likely to be a shortage of mortgage funds to lend, which means the lending institutions will use harsher standards in making loans, such as larger down payments and higher initiation fees.

Taxes are another reason that consumers will be more cautious next year. In spite of the new tax law, for taxpayers making over \$10,000 per year rates actually will rise in 1979 considering the effects of the new social security tax and the progression into higher tax brackets as wages rise. For example, a couple with a combined income of \$25,000 gets a tax cut of \$250; but social security goes up \$333 and, assuming they get cost-of-living raises, the additional tax due to being in a higher tax bracket is \$125. The couple's total taxes next year will be over \$200 more than in 1978. Obviously, this is money they will not be spending on goods

REAL CONSUMER SPENDING FOR DURABLES OTHER THAN AUTOS



* Source: GE Mapcast

1979 CONSUMER OUTLOOK

- Consumer purchasing power levels off and consumers tighten their belts.
- Taxes are higher: Tax cut does not offset higher Social Security and "bracket effect"
- Purchases of consumer durables to decline in second half.

for the home.

As a result of these uncertainties about consumers, some businesses will be more reluctant to go ahead with investments and construction. They too will be paying higher rates to borrow funds. The prime rate of interest (for the best-rated businesses such as GE) is now 11½ percent. A project has to have a rather strong return to justify this interest expense. The forecast, nevertheless, is for businesses to increase spending about 2 percent next year, in many cases to meet environmental or safety

requirements. Business investment in equipment and construction especially impacts on GPM and Specialty Transformer business in Fort Wayne. With a softer economy and little growth forecast in 1979, unemployment will likely rise toward the 7 percent range.

In summary, the outlook for 1979 is for a low growth year for the economy as a whole, and probably a decline in demand for GE components. Given a tight cost situation and government sanctions on prices, it is likely to be a tough, lean year for local GE businesses.

Finance Operation starts plan to help offset market slump, impact of ever-rising costs

In keeping with current business strategy to allocate resources for cost reduction and tight cost control, the Division Finance Operation kicked off its 1979 cost improvement and suggestion program among its employees.

The program will be similar to those already in place for local product departments. It was announced during a recent informative meeting in which John Fink, Division Finance Manager, reviewed the past year's performance and outlined goals for 1979.

In general, the manager said 1978 has been a period in which housing starts were up and appli-

ance shipments have been increasing. Capital expenditures have been up. Savings were up. And unemployment has been down.

However, next year's forecast shows some weakness in various appliance and housing industry markets upon which the Division depends for a large share of its business.

While physical volume weakens, the manager said costs are expected to continue their inflationary rise—currently inflation has reached the double digit amount. "What this situation demands from all of us is to look for ways to reduce materials cost and offset growing labor expendi-

tures with productivity gains," he commented.

In 1979 Fink said we would be experiencing a rationing of resources, with the memory of the last economic weakness period fresh in our minds. "While we will have to cut in some areas, we must continue to invest in projects that affect the future of our business. We will also see expenditures for cost reductions, productivity and materials savings."

Other pressures on local business this next year are expenditures for environmental and energy related costs, medical monitoring and tightening of prime interest rates charged to business for investment capital.

"In summary, 1979 will not be a growth year. We will have to be highly selective in resources management. And, while there will not be a volume growth, it should not impair the future of our business if we manage our assets properly," Fink stated.

Following an outline of the Finance Operation's new cost improvement and suggestion program by M.P. Morgan, Division Accounting & Systems Operation Manager, the GE NEWS spoke with several employees to get reactions to the meeting.

Jean Wood, of data processing, commented, "I thought it was



Helen Brown wins grand prize TV

Winning the grand prize drawing at the Employee Store during this year's "Fall Festival" sale is Helen Brown, of the GE product service shop on Newaygo Road. Presenting her with the portable television she won is Ray Fischbach, GE Club supervisor and store manager. At right, STBD retiree Elmer Gordy takes a moment out from his shopping to enjoy some of the refreshments offered during the two-day pre-holiday sale. Below, Erwin Zollinger, GPM Building 4-2, and his wife, Ruth, dropped by the store for a small appliance bargain.



RETIREMENT REFLECTIONS

Plans of pensioners begin to take shape

GLEN M. BUCKMASTER, 35 years' service **SINCE 1943** began as a sheet metal worker in Building 17 **RETIREES JANUARY 1979** plant foreman-maintenance and facilities in the Appliance Components Support Operation. **PLANS:** "Some carpenter projects for the family."



DOUGLAS S. HECKMAN, 41 years' service **SINCE 1937** began as a punch press operator in Building 22 **RETIREES JANUARY 1979** leading operator in the Appliance Components Support Operation, Building 19. **PLANS:** "New home in Ft. Myers, Florida—Now!"



ORVEL W. PURYEAR, 38 years' service **SINCE 1940** began as a helper **RETIREES DECEMBER 1978** dewinder in the Specialty Transformer Business Department. **PLANS:** "Get acquainted with my seven grandkids."



Heading south? GE retirees get together in Florida Jan. 17

The General Electric Retired Employees Association is extending an invitation to all Fort Wayne pensioners for their annual get together luncheon in Florida on January 17, 1979. All those interested should contact association president Ray Wilson (584-7496) in St. Petersburg.

Last year, about 150 retirees from many parts of the nation attended the reunion. A special table is set aside during the event for Fort Wayne retirees, according to a report by George Morris, a GE retiree living in Holiday, Florida.

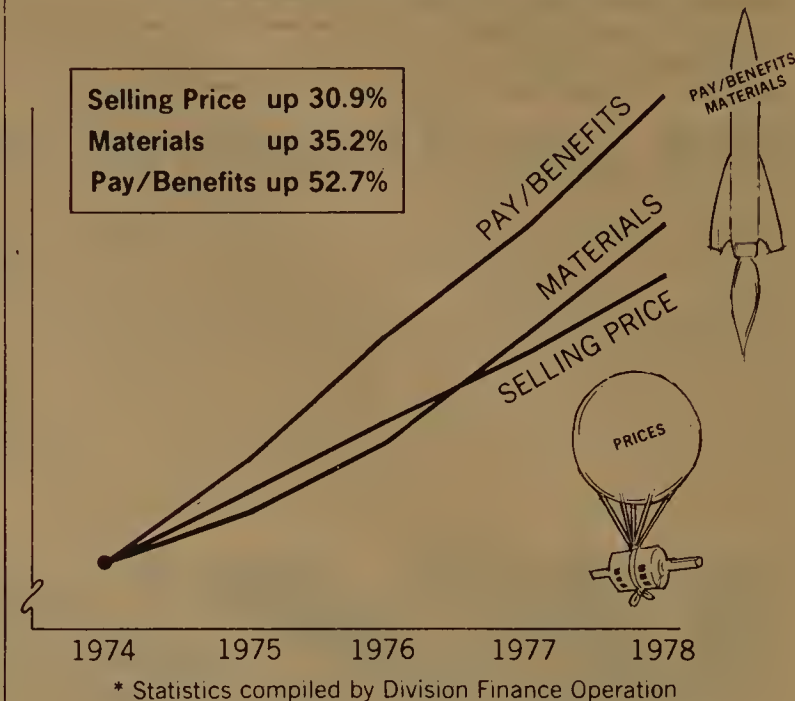
Here's how to apply for Magic Kingdom Club discounts

Thinking of a family vacation at Disney World in Florida? GE can help you with your plans by offering you free membership in the Magic Kingdom Club. Special value ticket books to use at either Disney World or Disneyland in California and reduced rates at Howard Johnson Motels across

the country are advantages offered by the Club.

You can receive your Magic Kingdom Club card by writing to Georginne Edmon, GE Carousel of Progress, Walt Disney World, PO Box 40, Lake Buena Vista, FL 32830. Include your pay number and a self-addressed, stamped envelope in your request.

Appliance Components Business Division PAY/BENEFITS, MATERIALS AND SELLING PRICE INDICES



TIRED OF HEARING ABOUT PRODUCTIVITY? This chart shows that costs are rising faster than product selling prices. It dramatically illustrates the need for finding ways to reduce expenses.

In Memory

CHARLES A. CHEVILLOT, 3132 Maumee Avenue, died October 30. He was a stator welder at Winter Street when he retired in 1960.

ADRIAN B. BROWN, Indianapolis, Indiana, died November 6. He was a Power House boiler room operator when he retired in 1967.

CHESTER R. EASTES, 1320 Burgess Street, died November 16. He was a welder in Section 14, Taylor Street, when he retired in 1966.

JOSEPH E. LAISURE, 723 Riverside Avenue, died November 17. He was a foreman in Bldg. 19-2 when he retired in 1956.

LEWIS S. BARROW, 3529 South Hanna Street, died November 18. He was a cylindrical grinder in the Specialty Motor Department when he retired in 1967.

MILDRED L. WALKENSTINE, Antwerp, Ohio, died November 19. She had a test assignment in the General Purpose Motor Department when she retired in 1975.

HENRY E. VANCE, 122 E. Concord Lane, died November 23. He was a manufacturing engineer in the Specialty Motor Department when he retired in 1975.

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Sandi Klefer, Composition

100 Years of Progress for People

Saturday, Dec. 16, 11 a.m. to 5 p.m.
(Closed for inventory Thursday and Friday, Dec. 28-29)

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General Electric News

GE 100 FORT WAYNE, INDIANA

DECEMBER 8, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 41



A QUESTION AND ANSWER FORUM followed business reviews with Hermetic Operation employees recently. Don McDonold, Operation Manager, fielded questions during this session.

LTDI rates: they decrease or hold line in year ahead

Despite inflation, 1979 rates for employee Long Term Disability plans will decrease in two categories, and hold the line in the third.

BASED ON CLAIMS EXPERIENCE

Rates are based on claims experience under the plans. They are set each year by the insurance carrier on the basis of study of the experience. The new rates for next year will go into effect with the payroll period beginning nearest January 1, 1979.

The Long Term Disability Insurance Plan for Hourly Employees has two categories — one for employees with less than 14 Years of Pension Qualification Service, and one for employees with 14 or more years of PQS. For 1979, there is a rate decrease in one category while the rate holds steady for the other.

LOWEST EVER RATES

Hourly employees with less than 14 years of Pension Qualification Service will enjoy a rate of 0.4 percent of normal straight-time earnings in 1979, the lowest ever under the Plan. This compares to a rate of 0.7 percent in 1978 and 1.35 percent in 1977.

Hourly employees with 14 or more years of PQS will continue to pay the same rate as in 1977 and 1978 in the year ahead: \$2 per week.

The rate for the Long Term Disability Plan for Salaried employees will decrease slightly in 1979 because of favorable experience. It will be \$1.30 per month per \$100 of monthly benefits. The 1978 rate was \$1.70 per month.

OPTIONAL BENEFIT

The Long Term Disability plans are optional benefits under which employees can purchase insurance that provides replacement income in the event of total disability which last more than 26 weeks. For more information about the LTDI plan, contact either your employee relations or payroll office in your work area.

QUESTIONS GET ANSWERS:

Employees inquire about business — informative meeting highlights production needs ahead

NOTE: The following questions and answers were excerpted for Fort Wayne employee interest during an informative meeting in the Hermetic Motor Operation.

Q: How do you feel President Carter's economic policy will affect our business? Specifically, the new interest rate on housing? Also the 7 percent ceiling he is referring to on wages and prices?

A: Most people have two major purchases in their lives, cars and homes. Both are likely to be affected by the Carter restraint on credit. Fewer people can go out and buy if the mortgage inter-

est rates go as high as 12 percent. When a 3 percent increase in the interest rate can mean as much as \$150 per month difference in house payments, yes, consumers are going to be affected. And yes, it's going to impact on our business.

In response to the second part of the question about the 7 percent ceiling on wages and prices — we just don't have an answer for that yet. We don't know how effective the voluntary guidelines will be.

Q: Will production be cut any more this year?

A: We will not be changing our production rates any more this year. Based on the forecast we now have, we expect to be running at about the same rates into April 1979. The difference between this and past years is that we are trying not to have significant changes in our production schedule throughout the year. In doing so we can maintain a more efficient and effective operation through level loading of production.

Q: Is Hermetics stockpiling?

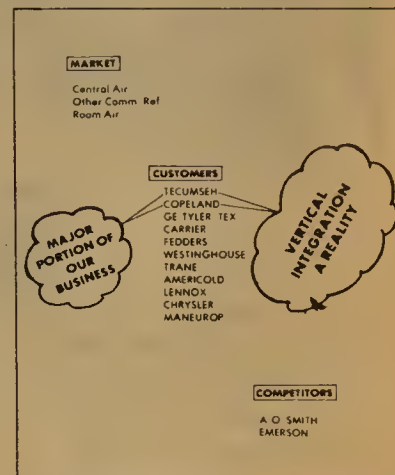
A: No. We're not. We have less finished stators in our stock now than last year at this time.

Q: What is the job outlook here for the rest of 1979?

A: We will do as well as the economy as a whole.



AFTER HMO staff members responded to written questions from employees submitted in advance, they also answered questions from those attending the informative meetings. Supervisor John Simpson is shown in the foreground.



THIS CHART summarizes HMO's markets, customers and competitors. Vertical integration has been identified as a concern with some of HMO's major customers, because the customers sometimes build components parts themselves rather than buying them from GE.

Q: Why can't overtime be divided equally?

A: Our intent is to staff the operation to build our product on a five-day basis. When overtime is required we try to distribute it equally among the employees in the area. This year there has been less overtime as a result of our efforts to maintain a consistent production schedule.

Q: How much does the company lose on a stator scrapped for winding only? How much if the stator is completely scrapped? And are these costs tax-deductible?

A: When a stator is scrapped for winding only, it costs us about \$15 each. The average for a complete scrap is about \$23. No, the costs for scrap are not tax-deductible per se. It is one of the costs of doing business and it effects our profitability.

Q: If more time were spent honoring seniority on job placements, I think employees would be better satisfied. What do you think?

A: We do spend time honoring seniority on job placements. As agreed in our current contract, the two criteria being followed are seniority and qualifications.

WINTER: Time for a review of the area's weather emergency announcement plan

Since winter is upon us, now is a good time to review Fort Wayne GE's weather emergency announcement procedure.

PRODUCTION EMPLOYEES — During heavy snowstorms, when a significant number of employees are not able to report to work, we're not able to conduct normal production operations. When this happens, it will be announced over local TV and radio stations that "Fort Wayne GE production workers should not report." If there is no announcement, production employees will be expected to report at the beginning of their regularly scheduled shift.

OTHER HOURLY EMPLOYEES — Employees in certain hourly jobs such as tool room and maintenance classifications can work, even when production operations have been suspended. Employees in these classifications will be advised in advance by their

supervisor that they should report, if able to do so safely.

SALARIED EMPLOYEES — Ceasing production operations does not generally impact on the ability of salaried employees to perform their jobs. Therefore, even when it is announced that production workers should not report, salaried employees are expected to come in, if able to do so safely.

HOW DO I FIND OUT? Stations asked to carry GE's weather-related announcements include: (television) WANE TV Channel 15; WPTA TV Channel 21; WKJG TV Channel 33; (AM radio) WOWO 1190; WMEE 1380; WLYV 1450; and WGL 1250.

As an additional preparation for weather emergencies, all employees are encouraged to make sure they keep their supervisor advised of any changes in their phone numbers so they can be reached if necessary.



TUNE IN — Becky Bergquist, who works in Division accounts payable in Building 8-2, demonstrates that employees should tune into local radio (or television) stations if emergency weather conditions develop this winter.

INSIDE:

Customers speak
loud and clear,
See Page 2



PAUL MARCHESE, of Southfield, Michigan, asks a question during the seminar.

Customer needs spoken loud and clear during CSD's district trainer seminar

What are some of our problems that keep us from serving our customers more efficiently? What do we have to do to provide better customer service? Are we really communicating with each other and with the customer effectively?

These and other crucial issues provided the focus for a recent three-day "At Your Service" seminar in Fort Wayne for the customer service specialists des-

ignated as district trainers for the Components Sales Department.

The seminar was CSD's first event in a campaign continuing through next year to inform, motivate and recognize efforts by employees to serve our customers better — since customer service has been determined to be the single most important factor in keeping GE components businesses competitive in the market.

During the seminar, the district trainers were involved with product department critiques, credit and collection reviews and development of training techniques.

Major areas of concern expressed by CSD during the seminar were lack of timely and accurate responses to the mechanized Order Service System or to quote and sample requests. Customers expect prompt acknowledgement of orders, meeting of promise dates, immediate notification of schedule changes, and timely communication of shipping data.

Specifically, the district trainers requested: an acceleration of the quote and order acknowledgement cycle; quicker and

more accurate posting of schedule and shipping data; and acceptance of order input based on customers' arrival dates rather than factory shipping dates.

According to Joe McAleavey, CSD Manager-Customer Service Administration, improvement in these areas would substantially

reduce current high levels of manual expediting effort. "Having believable information in the computer Order Service System is also a must for greater direct customer access and we believe customer involvement offers major productivity, efficiency and sales advantages," Joe added.

GE News talks with some people in direct contact with our customers:

All competitors are a threat to GE's market share

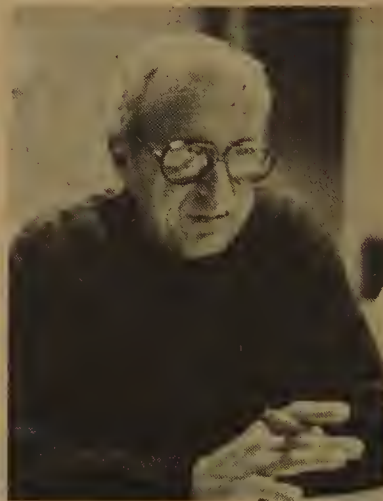
Marty Southwick, customer service specialist and district trainer, East Central District serving leading accounts which include Carrier Corporation's air conditioning business: "As we go into a period of controlling year-end inventory, we are seeing order rates that are generally steady. And although we have not seen cutbacks or re-scheduling that some people were predicting for late 1978, we must be aware of pricing and service pressures in case there is an eventual slackening. Some of our competitors, which include A.O. Smith and Westinghouse, would love to gain



SOUTHWICK

a percentage of share in a slackening market. All our competitors should be considered a threat to share if we let up on our ability to give the customer a reasonable price and good service."

Following detailed instructions is a 'must'

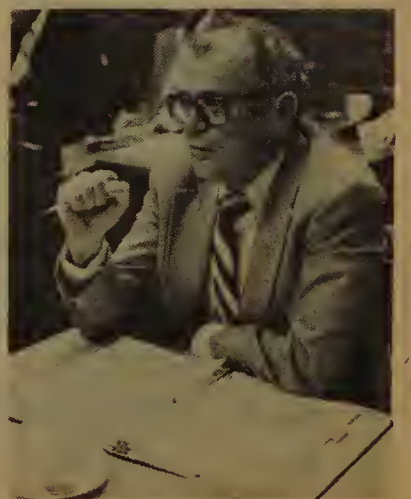


HAUFLAIRE

Joe Hauflaire, CSS and district trainer in the Central District serving such major customers as Whirlpool Corporation's refrigeration and air conditioning markets: "The greatest help to us from the product department is having raw materials and space available in their production lines to fill our customer orders. And that takes continual planning ahead. One of the greatest benefits to us is when our customer's instructions are followed carefully. Not following a specific instruction can cause much confusion and delay, especially when you are talking in terms of thousands of units."

Customers rely heavily on people in the factories

Bill Catterall, CSS and district trainer in the Atlantic District primarily involved in selling components to the aftermarket and the room air conditioning market (i.e., Fedders Corporation and others): "Our two main areas of concern at the present are customer service and order processing. Since the competitors have a reasonably good product and an 'as good or better' price, customer service is crucial to the purchasing decision. We rely on the people in the factories to produce quality products without interruption. You rely on us to ser-



CATTERALL

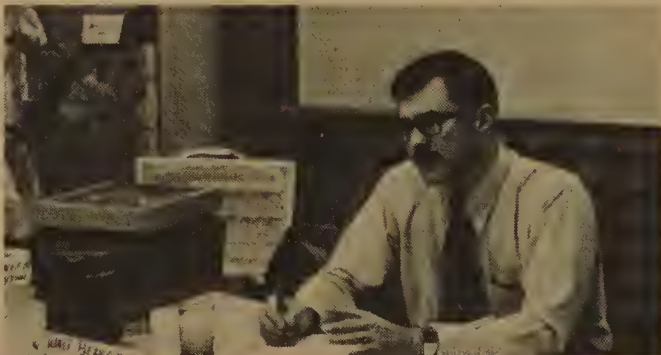
vice that product you manufacture. There is no one individual contribution . . . it's a team effort."



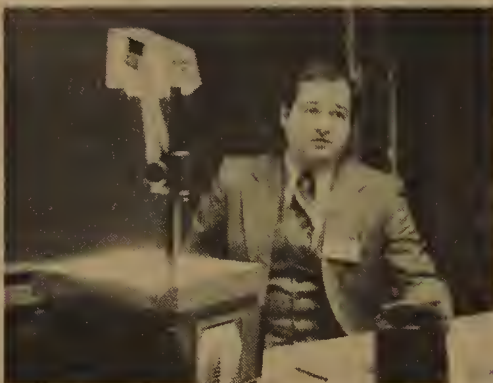
SPECIALTY MOTOR DEPARTMENT representatives John Holmes, Guy Rhoades and Tom DeLong provided information and answered questions from the district trainers to help improve customer service. Some of the subjects discussed were accuracy and timeliness of data, complaint resolution, and improved product quality.

Product department leaders rap with group

GENERAL PURPOSE MOTOR DEPARTMENT was represented by Walt Benecki. Since many GPM manufacturing facilities are experiencing strong order rates of the present, Benecki discussed solutions to accommodate a current order backlog. Special emphasis was placed on promises kept and improving order handling efficiency.



PRESENTING tips to help CSD's district trainers teach others to use computer terminal equipment is Mory Clark, with the Information Systems Business Division. Part of greater reliance on computer terminal ordering is teaching those who use it to do so more comfortably and with greater assurance.



SAM PLAYER, Manager-Central Region Credit and Collections Operation, outlined some of the changes occurring in the credits and collections environment because of the high cost of money. "Shorted shipments, defective or incorrect items on as little as 1 percent of on order or delaying payments this year," he said.



AT YOUR SERVICE

Program calls for action to solve problems, anticipate future needs

The Industrial Products and Components Sector, which includes most GE businesses in Fort Wayne, will be conducting a sector-wide information, motivation and recognition program to make employees aware of our commitment to good customer service and encourage the use of resources to achieve that commitment.

Some of the things being emphasized in the 1979 program, called "At Your Service," are:

- **QUALITY OF PEOPLE** — who we are and what we have to do to provide best possible service.
- **WARRANTIES** — GE stands behind every one of its products with a written guarantee of quality.

- **PROMISES KEPT** — the need to make deliveries on time.
- **QUALITY OF COMMUNICATIONS** — a reminder to communicate clearly and effectively with fellow co-workers.
- **SAFETY** — a facet of customer service that must always be regarded from design to delivery.
- **PRODUCT QUALITY** — every product we make must reflect our reputation for quality workmanship.
- **ENVIRONMENTAL CONCERN** — design products and facilities to show genuine concern for their long term effects.

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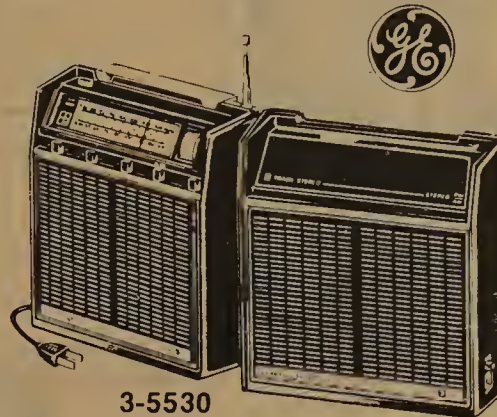
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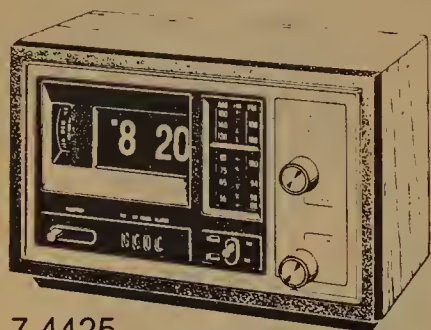
REGULAR SHOPPING
Tuesdays and Thursdays 11 a.m. to 5:30 p.m.
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SPECIAL EVENINGS
Monday, Dec. 11 - Wednesday, Dec. 13 - Friday, Dec. 15
Monday, Dec. 18 - Wednesday, Dec. 20 - Friday, Dec. 22
11 a.m. to 8:30 p.m.

WEEKEND SHOPPING
Saturday, Dec. 16, 11 a.m. to 5 p.m.
(Closed for inventory Wednesday and Thursday, Dec. 27-28)

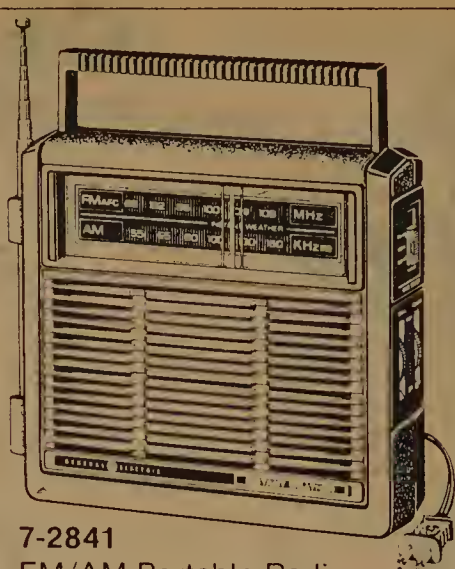
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Includes Weather Band

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Complete Mobile & Base System

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• 49 MHz Band Transmitter Receiver for two way communications between Base and Satellite Walkie Talkies. • 40 Channel Citizens Band monitor • AM Radio for music, news & sports • International Morse Code Transmitter

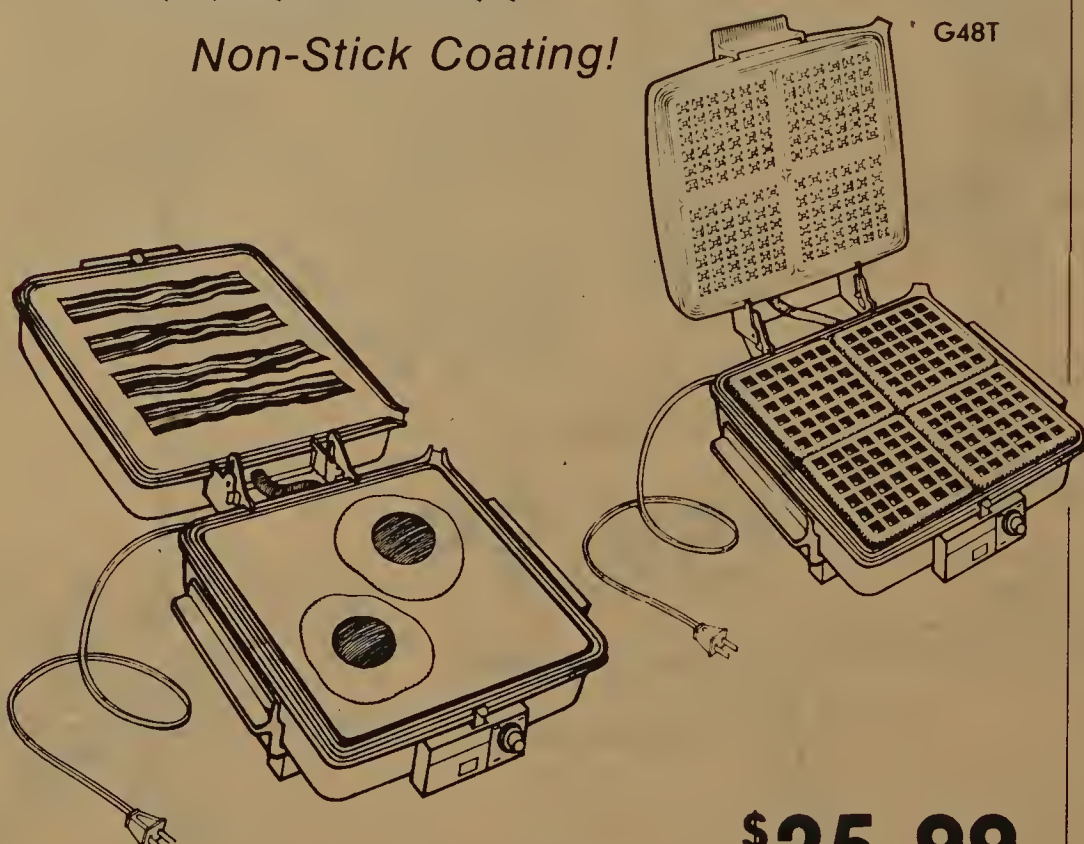
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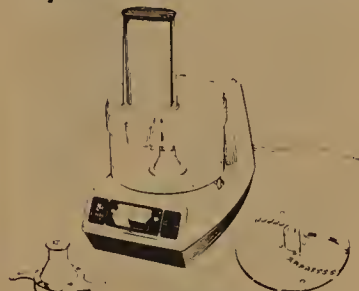


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TOAST-R-OVEN™**
Model T26/3126-004

- Automatic oven for baking rolls, biscuits, potatoes, casseroles. Saves energy.
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**GE Food Processor from GE, the
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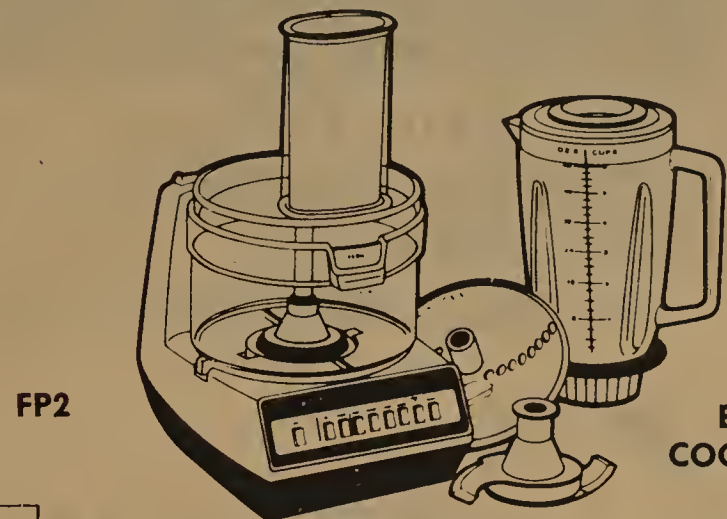
- Versatile for slicing, chopping, shredding, grating, blending, grinding, mincing, mixing.
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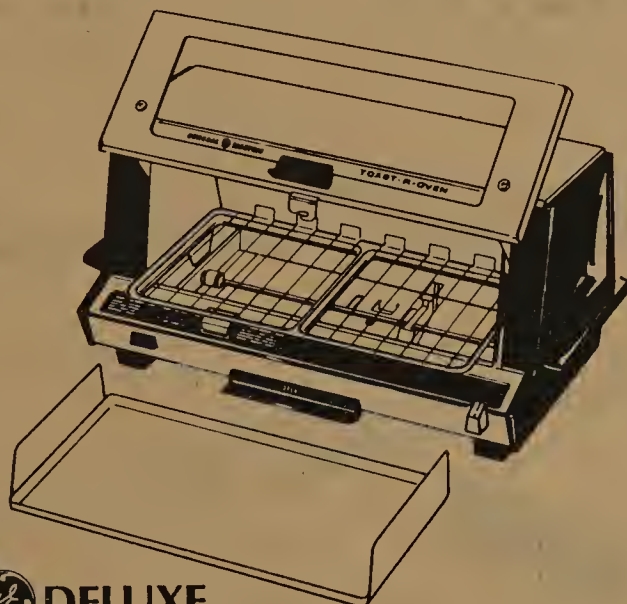
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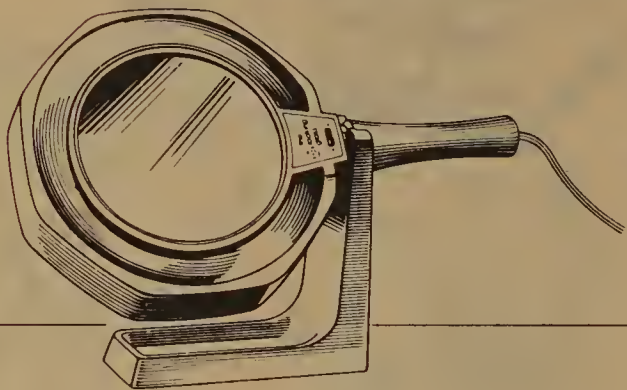
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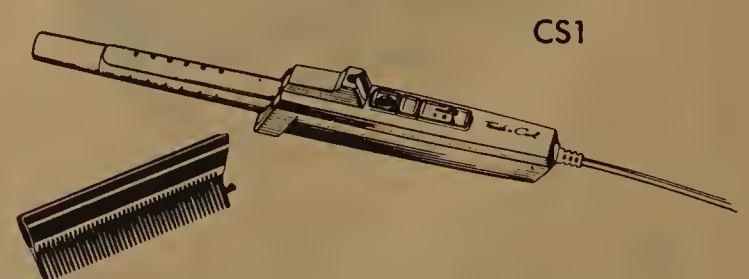
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ALLEY CHAT

By Connie Houser

Leagues open up for new bowlers to begin after holiday

The GE Office League remains number one again this week. That's right Bill Kumfer gave his colleagues a real treat when he captured first place high series with a super 645 including fine scores of 235, 213, and 197. Well look at this, the Hermetic League edged in for second place. What a thrill for Ralph Thomas as he made his way with a great 629 series including second high game of the week — a resounding 246 along with a 196, and 187. To top this off, Ralph is 64 years young. Let's give him a hand! The GE Office League jumped back into the race to clinch third place with Phil Whysong's 620 series. Phil netted good games of 227, 201, and 192. Small Motor grabbed the next slot from the office by just three pins when Mel Guillaume hit a solid 610 including scores of 217, 210, and 183. At last but not least, the GE Office took fifth place with Buck Somer's fine 607 with games of 219, 203, and 185. Buck also rallied the high game of the past two weeks as well with a smashing 258. That keeps his league out in front with thirty 200-or-better games.

More fine scores were turned in by: Walt Hein, 226; Wes Dunkin, and Vernon Lee, 225; Tom Schible, 224; Tom Urick, 223; Duane Miller, 222, (Duane called the club three times to make sure we got his score. And rumor has it that he made sure EVERYONE passing through the gate house heard about his 222, too!); Harold Baker, and Bob Younghaus, 221s; and Marv Rutz, and Fred Hunter, 220s.

Other bowlers over the 210 mark were: Bernie Ebetino, 218; Bill Clark, 217; Howard Beery, 215; Ron Scott, 214; Steve Reidhaar, Bob Stute, Jim King, and Dave Uncapher 213s. Dave also had a 212; Clarence Dilley, Jack Lichtsinn, and Morey Haines, 212s; Tom Schmitt, and Frank Cochran, 211s; and Mike Grable, Mike Mannen, and Wayne Spratt, 210s on the button.

The Tuesday Afternoon Ladies set the pace to win honors rolling both high series and high game. Carol Meads was at her best with a fantastic 568 series including top game of the week — a 232 — with seven strikes in a row! She also had a fine 191 and 145. Janie Fisher came in second with a 503 series including a good 186 game. Congratulations Tuesday gals.

Second high game of the week went to Viola Francies of the Monday Nite Ladies with a pin-busting 206.

More fine scores were reported by: Sandy Alcox, 189; Ardola Metker, and Mildred Franke, 183s; and Melissa Flory, 182.

The Seniors are still going full force. For the women Viola Bork was tickled pink with a flashing 190. The men were in third gear as they shifted fine scores of: Scudder Chaney, 220; Harold Nieman, 214; Leon May, 208; Cecil Tarney, 207, and 204; and Milt Marks, 203 and 200.

ATTENTION ALL MEN: The GE Club has two leagues that have room for 2 five-man teams. The Wednesday Owl League (bowling at 9 a.m.) is looking for five second shift men to join in on all the fun. A lot of these fellows work at Taylor St. and welcome anyone interested. The Thursday Apparatus League (bowling at 6 p.m.) is also looking for a five man team to make their league complete. Keep in mind you don't have to be a GE employee to bowl and win special prizes at the GE Club. Your team also won't start bowling until after Christmas when you join the two leagues mentioned above.

ATTENTION ALL WOMEN: The Monday Morning Ladies League needs one woman to bowl every Monday at 9 a.m.

Anyone interested in bowling on a men's league or women's league should call the GE Club, TODAY, Ext. 2042 or 743-8487.



THIS OLD PHOTO is another in the series being published in the **GE NEWS** in commemoration of the company's centennial. It depicts the GE Works Band as it appeared in 1912. (This photo courtesy of Tom Rackhill, a GE pensioner. If you have old pictures for possible publication, send them to: **GE NEWS**, Building 18-3, 1635 Broadway, Fort Wayne, IN 46804. All materials returned to sender after they appear in the paper.)



DICK FIFER

Anneal furnace idea pays off \$248.70

Richard Fifer, a plumber in Area Services Unit 606, has won a \$258.70 suggestion award for recommending the installation of a protective device that would prevent excessive temperature rise from the burners on anneal furnaces.

This temperature control eliminates damage to the convertors, loss of production due to downtime, and replacement and repair costs.

SCOREBOARD

By Pat Ebetino

Superstars top century mark with 107-78 conquest of Grill

The Superstars stayed on the winning track in a big way by becoming the first team this season to top the Century mark. Jim Whitt paced his team with 35 and James Moore chipped in 26 as the Stars blistered the nets enroute to a 107-78 conquest of the Broadway Grill. George Jordan canned 24 in the losing effort for the Grill.

Wire Mill kept pace with the Stars and upped their record to 6-0 with two victories in as many outings. Ron Fee's 25 and Sparky Wallace's 20 were more than Scheck's Oldtimers could handle in the first contest. The Mill came out on top 80-58. Dave Beal was high point man for the Schecks with 16.

The Mill then locked horns with Decatur's team. Bob Gerber with 26, Mike Bird's 25 and Ron Blatner's 16 were more than the Mill needed to down its opponents, 91-

64. Mike Bixler and Steve McBride led Decatur with 17 and 16 points respectively.

GPM improved their mark with back-to-back victories. Jerry Stephen's 28 led GPM over the Ratfinks 60-38. Denny Drum sank 14 for the Finks and Dave McIntire was close behind with 12. Walter Page, Perry Davenport and Jerry Stephens each scored 12 as GPM also upended the Shooters. Barry Light led the Shooters offense with 24. However this proved too little as GPM won 62-43.

The Shooters then went down to defeat at the hands of Big D's Leaky Hutch, 69-58. Rick Stoller with 19 and Bruce Miller's 18 led the Hutch while Barry Light again led the Shooters, this time with 20.

TEAM STANDINGS

Wire Mill	6-0
Superstars	5-0
Decatur	4-2
Big D's Leaky Hutch	4-2
Broadway Grill	3-3
GPM	3-3
Ratfinks	1-5
Shooters	1-6
Scheck's Oldtimers	0-6

In Memory

JOSEPH M. McCLAIN, 1805 Spy Run Avenue, died November 23. He was in repair in the Hermetic Motor Operation when he retired in 1973.

PAUL A. SNYDER, 3111 Smith Street, died November 23. He was a stockkeeper in the Small AC Motor & Generator Department, Winter Street, when he retired in 1965.

GLADYS M. DISLER, Churubusco, Indiana, died November 25. She was a coil winder in the General Purpose Motor Department-Taylor St. when she retired in 1965.

FALL FESTIVAL

DOOR PRIZE WINNERS

GRAND PRIZE	Helen Brown, Prod. Service
FD1 FRYER	Danald Raehrs, Taylor Street
7-2B00 RADIO	Jahn Haggenjas, Retired
IM5 MIRROR	Shirley Beard, Taylor Street
TB5 TOOTHBRUSH	Alma Starkey, Retired
HM2 GRILL	Jaen Shrack, Bldg. 26-1
PRO10 DRYER	E.J. Engleman, Retired
EP1 PEELER	Lucille Werling, Bldg. 26-2
T93B TOASTER OVEN	Roy Taylor, Retired
3-5011 TAPE RECORDER	William Vachan, Retired
M22 MIXER	Lawrence Ehmger, Bldg. 27
7-2B10 RADIO	Mrs. Henry Buesching, Retiree spouse
SD5 DRYER	Paul Stemmler, Bldg. 7-2
M44 MIXER	Samuel Macy, Retired
CS6 CURLER	Laura Berry, Bldg. 26
B143 CLOCK	Ray Allen, Bldg. 26-1
DCM10 COFFEEMAKER	Robert Hirschman, Retired
T129 TOASTER	Ron Kraemer, Winter Street
3-5930 WALKIE-TALKIE RADIO	Elli Flarent, Retired

See special insert for many store bargains!

PLUS:



Come in today for your rebate coupon and extra savings on these extra special products. Cash rebates effective on purchases through December 15, 1978.

Be sure to save on your Christmas gifts with this value-packed selection of radios, tape recorders, 8-track players, and walkie-talkies. Save two ways—special low prices PLUS INSTANT CASH REBATES!

THE EMPLOYEE STORE

1030 Swinney Ave.

DEC 13 1978

WAYNE & ALLEN COUNTY

General Electric News

GE 100 FORT WAYNE, INDIANA

DECEMBER 15, 1978

GENERAL ELECTRIC

VOLUME 60, NO. 42

Non-represented employees who wish to can work beyond 65 starting January 1

The mandatory retirement age will be 70 instead of age 65 effective January 1, 1979 for non-represented GE employees who reach age 65 in December, 1978 or later. This results from a change in federal legislation which prohibited discrimination in employment between ages 40 and 65. The law has been amended to revise the upper age from 65 to 70, and this raises the mandatory retirement age from 65 to 70.

Bill Hamilton, Employee and Community Relations Operation Manager here in Fort Wayne, explains that non-represented employees who reach age 65 in December, 1978 or later and desire to do so can continue working after age 65 beginning January 1, 1979, except for certain executives who will still have to retire at age 65.

Hamilton stated that the January 1, 1979 date does not affect those covered by collective bargaining agreements. The effective date for those covered by such agreements is the expiration date of the collective bargaining agreement or January 1, 1980, whichever occurs first. This would mean that the law would not be effective until the end of June, 1979 for most union-represented employees and January 1, 1979 for all non-represented employees. He said Company representatives will be discussing with union representatives in the near future this conflicting treatment between different groups of employees.

Department of Labor final regulations governing benefit plans under the amended law have not been published. After benefit regulations are published and the Company has had an opportunity to review them, certain employee benefit plan changes may be necessary. In the meantime, highlights of the GE benefit plans as they are now applicable for employees who work after age 65 are as follows:

PENSIONS

- For those working after 65, pensions will not commence until actual retirement. In addition, there will be no increase in pension amount because of service or earnings after 65. Monthly pension payment amounts will be the same for those who work beyond 65 as they would have been had retirement occurred at 65. Employee contributions to the GE Pension Plan will stop with the first pay period after the age 65 normal retirement date. However, contributions to Social Security by both the employee and the Company will continue to be required by federal law.

INSURANCE PLAN COMPREHENSIVE MEDICAL EXPENSE

- Coverage for employees will continue as long as an employee is in active service. Active employees may also have coverage for their eligible dependents if the required contributions are made (up to a maximum of \$100 per year). Medicare provides benefits for individuals age 65 and older and these are taken into account in determining Comprehensive Medical Expense benefits.

DEPENDENT LIFE INSURANCE

- Coverage may be continued by those who work beyond 65 provided required contributions are made.

LIFE INSURANCE

- Coverage under the GE Insurance Plan for an employee who continues in active service after age 65 will reduce after age 65 by 2½ percent per month of coverage in force at age 65 until the ultimate amount provided by the Plan is reached.

ACCIDENTAL DEATH AND DISMEMBERMENT

- Coverage will continue to be based on one times normal straight time earnings until an employee actually retires.

PERSONAL ACCIDENT INSURANCE

- May be continued until the end of the month of actual retirement provided contributions are paid.

SAVINGS AND SECURITY PROGRAM, INCLUDING

S&SP LIFE INSURANCE

- Will continue to be available to those working beyond 65.

SAVINGS AND STOCK BONUS PLAN

- Employees who continue in active service beyond age 65 may continue in the Savings and Stock Bonus Plan.

WEEKLY SICKNESS AND ACCIDENT INCOME

- This is available as long as an employee remains in active service.

LONG TERM DISABILITY

- These are not and have not been available for disabilities commencing after age 64½.

Please turn to Page 4

Stubbins receives national honor

Lloyd Stubbins (right) receives a national Elfun Society award for outstanding community service from Senior Vice President and Sector Executive Industrial Products and Components Sector, Stan Gault. An accompanying \$500 check, Stubbins said, will be donated to the United Way of Allen County. Stubbins, Manager-General and Tax Accounting for the Specialty Motor Department, has worked with United Way for the past 20 years and was elected president of the UW Board of Directors (1977-1978). He is involved in the community through his chairmanship of the Mayor's Minority Group Housing Committee, board member of the Allen County Economic Opportunity Council, Airport Study Committee, Governor's Re-



rior II Community Correction Study Committee and he is a Lieutenant Colonel in the Air Force Reserve. Stubbins is also active in the Forest Park

Methodist Church and is a board member of the Foster Grand Parent Program.

Sector exec forecasts needs ahead

Senior Vice President and Sector Executive of Industrial Products and Components Stan Gault was the guest speaker at a GE Fort Wayne management meeting this week.

He congratulated the Fort Wayne management organization for having been named the outstanding chapter for its 50th year anniversary activities. Gault also announced that Lloyd Stubbins, Manager-General and Tax Accounting for the Specialty Motor Department received the national Elfun Society award in recognition of distinguished voluntary public service to the community. Gault then went on to discuss the year's operating results and direction ahead.

"Barring any major disturbance on the political or economic front, the overall business outlook continues to be fairly encouraging in spite of a wobbly stock market and the decline of the dollar. But inflation is on the rise again, along with interest rates, and our economists believe the economy may slow down next year before turning up again in the 1980-81 period. The possibility of mandatory versus voluntary wage and price controls further complicates the outlook," he said.

"Contingency planning is definitely the order of the day for all our businesses — including those in Fort Wayne — to help avoid any unpleasant surprises in the

months ahead," the sector executive warned.

He said that what differentiates this sector from the others is that practically every product or service we provide finds its way into almost every General Electric product made, sold, serviced or used by the other five sectors. Industrial Products and Components Sector, he reminded, employs 85,000 people, who produce more than 200,000 different products and services in 123 manufacturing plants.

According to Gault, the challenges for this large and diverse sector are: improve margins, increase productivity, expand existing product lines and prudently manage our investments.

GPM leaders say '79 may be year 'that has everything' in it

The General Purpose Motor Department plans to continue the same positive business performance it experienced in 1978 into 1979 in spite of expectations of a "year that has everything," General Manager Jim Warren told salaried employees at annual business review meetings held last week.

Warren called on personal commitments of employees to "successfully negotiate the hazards" expected next year. The general manager and GPM section managers also outlined the 1978 operating results, current major programs and problems, and the 1978 business forecasts and commitments for the audiences.

Contributing factors to the success of GPM in 1978 were identified by Finance Manager Tom Dickson:

- sales continued their positive upward trend, increasing 14 percent above last year
- profit performance was out-

standing in spite of the funds required to start up a new plant in Mexico

- pricing was particularly competitive to allow maintenance of market share

Other significant factors pinpointed by Dickson as elements of the '78 success were commendable cash flow and an impressive



JIM WARREN,
GPM GENERAL MANAGER

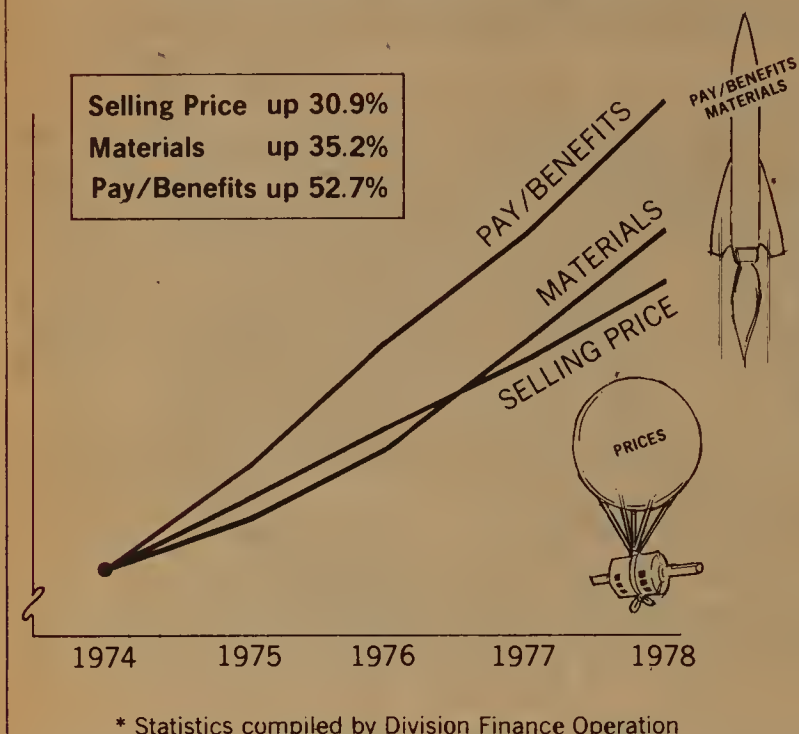
inventory and receivables record.

Manufacturing Manager Frank Kurung tagged areas of operations where GPM hopes to remain healthy to keep competitive. He indicated plans to improve promises kept to customers, increase labor and material productivity, and out-perform the 1978 quality performance. Kurung also outlined major department programs and where GPM stands with each. The conversion of the G5 motor; the improvement of customer sample service; the start-up of full production in the department's Juarez plant; and the continued growth in the Five Star Distributor Program with the added GE strength of SMD and SAC departments on board were the four programs which will receive the real thrust for 1979, Kurung said.

Marketing Manager Walt Benck presented the outlook for 1979 — a year labeled as "the

Please turn to Page 2

Appliance Components Business Division PAY/BENEFITS, MATERIALS AND SELLING PRICE INDICES



THIS CHART, was published in an earlier issue of the **GE NEWS** when the most recent cost-of-living pay increase was announced for hourly and non-exempt salaried employees. It graphically illustrates what has happened to costs for the Division. It dramatically shows that costs are rising faster for pay, benefits and materials than we are receiving for our products. It emphasizes the need to continue to find ways to reduce expenses.

Educate yourself

Carilyn Koch,
Secretary
Appliance Components Support
Operation-AMDO
Building 19-2

When pay, benefits, and material costs increase and the selling price doesn't increase accordingly, then the responsibility of reducing expenses rests on each employee. The obvious answer is for employees to improve their efficiency on their job. One way of improving efficiency is to become more educated. Take advantage of the educational programs available at GE, such as



KOCH

the Manufacturing Studies Program and the Management Problems Analysis program.



THOMPSON

Be more cost-conscious and careful

Sharon Thompson,
Steno-typist
Specialty Motor Dept.
Building 4-6

"Not specifically.

"In a situation where it is not feasible to increase selling prices, it is sometimes possible to reduce costs by increasing production and-or, decreasing waste. General Electric Company employees can all help in this effort by being more cost conscious and careful with their work."

GPM markets

Continued from Page 1

year that has everything." From higher prices and possible guidelines to the depressive economic forecast, 1979 will be a year with a "big uncertainty" according to Benecki. He indicated that the 1979 production and sales plan will tax production capabilities showing high line rates at the plants for the first half of the year and questionable conditions during the second half. Benecki identified several key products which will help serve the distributor, commercial and industrial markets. Energy saver motors, G5 conversions, bug-and-sand protected pump motors, and outdoor

"rainshield" motors are all motors with "exciting" potential for the coming year, he commented.

Presenting the department's participation in the GE Centennial year was Employee Relations Manager Doyal McLeMore. Through a panorama of slides displaying key events, McLeMore highlighted the GPM raft in the Three Rivers Festival Raft Race and the Centennialfest, the giant festival at the Coliseum drawing over 5000, as GPM's contributions to the company's centennial spirit.

Included in the review meetings was the focus by all of the GPM leaders on cost improvements for the coming year. "Productivity is you and me," it was

Employees say higher productivity, less rework needed to offset costs



DAUGHERTY

We must build awareness of situation

Virginia Daugherty,
Keypunch-timekeeper
Hermetic Motor Operation
Building 17

"No, I was not aware that the cost of benefits and pay is rising faster than our prices.

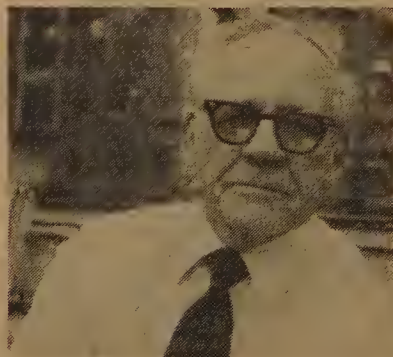
"I think we should increase the awareness of the fact that this is happening, and urge everyone for more quality."

We need to look beyond old ways

Charlie Prine,
Supervisor — toolroom
Specialty Motor Dept.
Taylor St.

"Yes.

"I think the most important thing we can do is to improve our productivity. Perhaps we have become too complacent and we are not looking beyond what we have thought about before. We need to think and come up with better methods and ways of doing our jobs. Also, I think attitude is important. We must want to produce a quality product and give a fair day's work for a fair day's pay."



PRINE

emphasized. Employees were called on to contribute through suggestions and cost improvement projects to help improve productivity and reduce material costs.

In spite of an outstanding 1978, GPM plans to approach the coming year with caution due to outlooks in inflation, national labor negotiations, and a predicted downturn in the country's economy by late in the year, Warren said. However, he committed the department to record sales, increased cash flow, and additional investments accompanied by improved return on investment for 1979.

Plant Panel Question:

Were you aware, as this chart shows, that the cost of pay and benefits is rising faster than the price we are receiving for our products?

What do you think should be done about it?



MCCOY

Management should be more hard-nosed

Charlie McCoy,
Utility operator in assembly
General Purpose Motor Dept.
Section 14-Taylor St.

"I knew everything had gone up, but I didn't know it was that much.

"Everybody's got to try to cut down where they can. If everything keeps going like this, we'll lose jobs. A company has to keep making money. When these things increase so much that the company is losing money, it's finished. One of the biggest things I see is that people have got to watch scrap — so much material is wasted by having to rework. I might be criticized for saying this, but I think management should be more hard-nosed. They get lax like we all do. We need to tighten down."

Reduce absenteeism

Roger Hartman,
Group leader
Specialty Transformer Business Dept.
Building 26-3

"Was not aware.

"Reduction of absenteeism could really help the situation. Right now we have reduced our scrap and rework costs considerably. We have good equipment and people are conscious of



HARTMAN

the fact that we have to take out other costs. One way is to get on top of the absentee problem. We run a tight schedule and every-time someone is missing it knocks our schedule because someone else must cover. The Company can't have extra people standing by to cover for absenteeism and still come out in the black. Each employee should be conscious of cost controls because it's the only way we can stay competitive. We feel like a big team on our floor — we feel needed, and if all employees could get that spirit we could close the cost gap.



GLEASON

Keep material cost down

Glyn Gleason,
Toolroom stock keeper
General Purpose Motor Dept.
Building 4-3

"It looks clear that if I want pay and benefits to keep rising, I'm going to have to do something about keeping materials cost down. We've got to cut down on waste. We need quality of workmanship, but we've got to give incentive to workers, then dedication to work will become important."



Whatever happened to . . .

John Inches involves self with selfless volunteer work



JOHN INCHES helps out during a recent blood drive at the GE Club.

John Inches believes every retiree has a goal of some kind — a desire to be productive in some way.

As a Red Cross volunteer since his retirement in 1975, John seems to be carrying out that belief to the fullest — possibly more than most.

For years as a GE employee, John was a blood donor himself. He also coordinated the blood donor program for all GE apprentices and many of those he started on the program are still volunteer donors — long after they completed their apprenticeships.

"Now as a retiree it is only nat-



TRANSPORTING whale blood for processing is part of volunteer John Inches' enjoyment during his retirement from GE.

ural to do what I enjoy — and now that I have the time, I decided to volunteer to help," John said.

As a volunteer, John is assigned to the Red Cross' motor service based at the chapter headquarters, 1717 California Road. He transports blood donors between their places of employment and the center. Other jobs he fulfills are: distributing blood to hospitals and occasionally to the airport for shipment to hospitals in other cities; or providing transportation for handicapped children to special schools — whatever the need, John does it.

During a blood drive recently at the GE Club, John's assignment was to assist in the collection of blood and deliver the fresh units to a Red Cross blood processing laboratory.

According to Mike Aiken, a mobile lab technician during the GE blood drive, "When we're having a busy day, with as many as 175 units of blood processed, there isn't time for the two technicians assigned to the mobile lab to go out and transport it to and from the areas where the donors are giving. We have to have someone like John to keep our system moving along efficiently."

John says he thinks the blood donor program is a "vital and fascinating operation to see."

"The donor doesn't ask who will benefit or how his blood will be used. They unselfishly give, knowing their blood will be put to the best of use by the Red Cross. It helps me understand to have been on the donor table myself. I know the satisfaction one gets from it goes far beyond the cookies and juice given out after each donation."

John has found that his driving assignments give him the opportunity to meet many other people who have a desire to give of themselves. He says that is a rewarding experience, to say the least.

Besides working for the Red Cross, John works on projects to raise money for the Shriner's crippled children's hospitals and also finds time to vacation with his wife on trips to explore fishing lakes in Canada.

If that is not enough, John also has made furniture for the Crossroads Rehabilitation Center on Lake Avenue.

When asked how he feels about his GE pension and social security, John replied, "There's nothing like retirement from GE. I appreciate it. It gives me the time to do all the things I've wanted to do for years — even on my optional early retirement pension."

Finisher on target with \$175 idea

John Thurber, Specialty Transformer Business Department finisher, has received a \$175 Suggestion Award for a method change of bending and positioning connections around the edge of the coil and tape in position, thus eliminating shorts across the coils.

The \$175 award is Thurber's largest among the 30 adopted suggestions he has to his credit. In total, Thurber has now earned \$812.50 from the cost improvements he has submitted.



THURBER

JANUARY ELEX CALENDAR

Program spotlights talk on antiques

- 2 — Reservation deadline for January 8 supper and bingo.
- 3 — Second and Third Shift Executive Board meeting, 1 p.m., GE Club Trophy Room.
- 8 — Elex Club supper and bingo, Elex Club members only, tickets \$3.65 each. Supper served from 4:45 to 5:45 p.m. Menu: Swiss steak, baked potato, harvard beets, cole slaw, cream pie, rolls and beverage.
- 8 — Executive Committee meeting, 7:30 p.m., GE Club Auditorium.
- 11 — Reservation deadline for January 18 luncheon and program.
- 18 — Elex Club luncheon and program with Ronald K. Hardisty from Brass Bell Antique Shop, Heritage House Smorgasbord, 4747 No. Lima Rd. Elex members only, tickets \$4.
- 23 — Elex Executive Board Meeting, Bldg. 18-1 Conference Room, 7:30 p.m.



VITAL WORK on donor blood is done immediately after it is given. Mike Aiken, mobile lab technician, demonstrates to GE donor Jayne Hartman, a general clerk in Building 19-5, how platelets and blood plasma are processed as Dan Groney, lab technician, and John Inches, Red Cross volunteer, observe.

Mandatory retirement changes

Continued from Page 1

OTHER BENEFITS

- Various retiree benefits such as the Medical Care Plan for Pensioners and the Pensioners Hospital Indemnity Plan will not change and will apply only when a person actually retires.
- The Emergency Aid Plan will continue without change.
- Continuous Service will continue to accumulate.
- An employee's paid vacation each year will depend on length of the employee's continuous service.
- The Income Extension Aid benefits would apply to employees who continue in active service beyond age 65 in the event of layoff or plant closing.

In conclusion, Hamilton also points out that whether you retire at 60, 65, or 70, you have to plan for your retirement in order to enjoy its full potential.

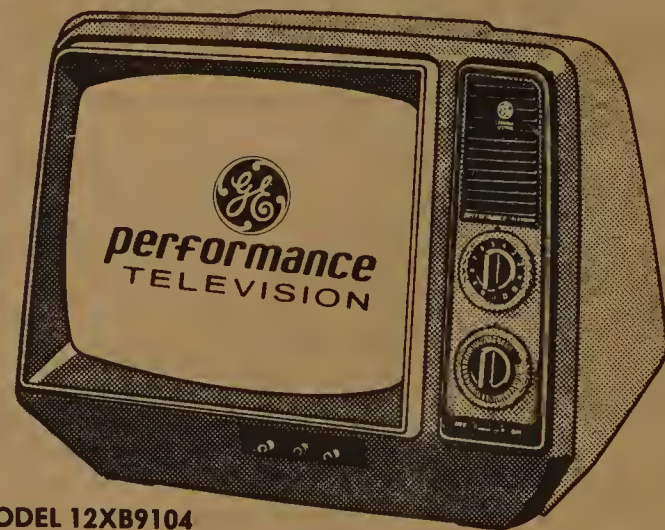
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December 19, 21

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WEEKEND SHOPPING

Saturday, Dec. 16, 11 a.m. to 5 p.m.
(Closed for inventory Wednesday and Thursday, Dec. 27-28)

THE EMPLOYEE STORE

1030 Swinney Ave.

Holiday greetings to all:

1978, our hundredth anniversary year, has been a most successful and productive one for Fort Wayne General Electric, and your personal effort has helped make it so. I greatly appreciate your fine contributions. We look ahead to 1979 with confidence and hope that it will bring both success in our business and happiness and satisfaction in our personal lives.

I sincerely wish you and those dearest to you a joyous holiday season.



GEORGE B. FARNSWORTH,
Vice President and General Manager,
Appliance Components Business Division



General Electric News

IN FORT WAYNE, INDIANA

DECEMBER 22, 1978

GENERAL  ELECTRIC

VOLUME 60, NO. 43

Local average pay rate higher than Franklin maximum:

GE gains as strike plant slips

The current strike at Franklin Electric Co. in nearby Bluffton is providing GE businesses here with a sampling of what can happen in the motor market when a customer believes his supplier

may not be able to deliver.

One example has affected General Purpose Motor Department's plant at Taylor St. in Section 14 where 40-frame motors are built in direct competition with Franklin.

Section 14 recently received an order for 3100 motors, which represents 100 percent of one farm equipment customer's motor requirements during January, February and March. In the past GPM has had to split this business with the Bluffton supplier. "What has happened is that the farm equipment manufacturer has become unsure of Franklin's ability to supply motors in the months ahead because of the strike. At this point no one really knows how long Franklin's production will be delayed or to what extent it will impact on their business. So it is in the customer's best interest to find a more reliable supplier," explained Tom Fenoglio, GPM's Manager-Sales Industrial & Commercial Equipment.

Orders like the one Fenoglio describes represent short-term increases in business. "What really hurts a motor manufactur-

er, us included, is an atmosphere of chronic labor trouble. It makes customers nervous about a firm's ability to produce. That might lead them to spread their business out among more suppliers. The end result could be less long-term business for a firm with a reputation for labor disruptions," said Terry Gautsch, Component Sales Department's Manager-Field Sales Operation.

The strike at Franklin began at midnight, Saturday, December 9. It idled the plant immediately, with more than 950 union members of Local 802-International Brotherhood of Electrical Workers off the job in the first strike in Franklin Electric Co.'s history.

The direct impact on business here depends not only on the duration of the strike, but also on our lead times and stock of motors which Franklin customers need, the stock inventory of Franklin's customers before the strike, as well as our ability to compete with other 40-frame motor manufacturers, Gautsch continued.

In addition to GE and Franklin, Westinghouse (Lima, Ohio), Emerson (Missouri and Arkansas), Century (Missouri), Doerr (Wisconsin and Iowa), Leeson (Wisconsin) and Marathon (Wisconsin and Missouri) all make 40-frame motors.

Information about how the strike has already affected the Bluffton operation was presented by Conrad Balentine, Franklin's President and Chief Executive Officer, during a recent report to a New York financial group. He said the company expects to report record sales and earnings for 1978 in spite of the disruptions. Balentine estimated the strike will cost the company about \$1 million in sales and about \$150,000 in earnings during the fourth

Please turn to Page 2

IUE employees can work beyond age 65 January 1

The IUE, represented by Local 901 in Fort Wayne, has accepted a letter of understanding which will give employees represented by the union, who would otherwise qualify, the option to continue

Special Bulletin

working beyond normal retirement age of 65, effective January 1, 1979. Discussions with other unions, including IAM Lodge 70, are currently taking place. This announcement was made after a story entitled "Non-represented employees who wish to con work beyond 65 starting January 1" went to press in last week's GE News.

Company and unions agree on paid holiday schedule

The 1979 paid holiday schedule has been approved:

January 1	Monday	New Year's Day
April 13	Friday	Good Friday
May 28	Monday	Memorial Day
July 4	Wednesday	Independence Day
September 3	Monday	Labor Day
November 22	Thursday	Thanksgiving Day
November 23	Friday	Substitute for Election Day
December 24	Monday	Day before Christmas
December 25	Tuesday	Christmas Day
December 31	Monday	Additional Holiday

In addition, the 1979 Vacation Shutdown will be during Fiscal Weeks 30 and 31 (July 23-August 3).



"TINY TOTS ALL AGLOW" or "UH, OH, WHO'S THE GUY IN THE WHITE FUZZ?"



GE CLUB OPENS ARMS FOR CHRISTMAS

More than 3,000 enjoy fun at annual kids party

Many children and grandchildren of GE employees and pensioners took advantage of the annual Christmas party last weekend at the GE Club. At top, Hermon Koppel's granddaughter, one-year-old Mirando Jone Horrell, visits with Sonto Clous (Roy Fischbach). Koppel is a retiree from Building 4-6. (Above,) some of the kids at the program join Sonto and Frosty the Snowman (Mike Brondell) in wishing everyone a Merry Christmas. (More photos of GE Christmas celebrations on Page 4.)

Pensioners encouraged to attend events

The 19th Annual Fort Wayne GE Retirees Reunion will be Saturday, February 3, 1979, at the Memorial Civic Center, Clearwater Beach, Florida.

The event will be a potluck, beginning at noon. All those attending should bring their own refreshment and table service. Soft drinks are also available from vending machines at the center.

NOT TO BE CONFUSED WITH GERA

This reunion is for Fort Wayne retirees and not to be confused with the GE Retirees Association which meets on the third Wednesday of each month in St. Petersburg as publicized in the December 1 GE News.

For more information about the Fort Wayne reunion, contact Herb Fuhrman, president, 813-784-3185.



SENIOR Vice President and Sector Executive Ston Gault learned about Specialty Transformer Business Department's new "O" core configuration transformers from Al Wilcox, STBD Advanced Manufacturing Engineer. From left, closest to the transformers displayed, are: Von Williams, Group Executive, Gault and Wilcox.



DURING A TOUR at GPM-Taylor St. in the shaft area of Section 14, General Manager Jim Warren describes a shaft treatment process to the sector executive.



Sector exec gets firsthand view of local operations

CLOSE LOOK at wire drawing processes was part of Gault's visit to the Wire Mill Operation. Demonstrating this process is Paul Geiselman, of the Wire Mill.

Touching Christmas opera sponsored by GE on TV

"Amahl and the Night Visitors," the delightful Christmas opera, written and composed by Gian Carlo Menotti, was for years an annual event on NBC-TV.

The old version, commissioned and premiered by NBC in 1951, was withdrawn 12 years ago at the composer's request. Now, a completely new production will be presented on GE Theater on NBC Channel 33 from 7-8 p.m., Sunday, December 24.

"Amahl" is the moving story of a crippled shepherd boy who lived nearly 2000 years ago.

When "Amahl" was first performed in 1951 it received an unprecedented front-page review in The New York Times, when music critic, Olin Downes wrote: "Television, operatically speaking, has come of age." It wasn't long before "Amahl" was the opera most frequently performed in the U.S., and its popularity quickly spread around the world.

RETIREMENT REFLECTIONS

Plans of pensioners begin to take shape

BERNEIL E. AMSTUTZ, 36 years' service **SINCE 1942** began as a finisher in Building 4-2 **RETIREES JANUARY 1979** as a secretary at GPM-Taylor St. **COMMENTS:** "I plan to join my husband in retirement and make the most of every day."



JAMES D. KNUPP, 37 years' service **SINCE 1941** began as an assembler in the Motor Generator Department **RETIREES JANUARY 1979** assembler in GPM Winter St. **COMMENTS:** "I decided after McCulloch School, Hormar School, Central High School and the U.S. Navy, that General Electric was the best Fort Wayne had to offer."



FRANK J. BEATTY, 37 years' service **SINCE 1941** began as an assembler for FHP Motors **RETIREES JANUARY 1979** dispatcher in the Wire Mill. **COMMENTS:** "After I retire, I'm moving to Hawaii."



MARY B. LICHTY, 18 years' service **SINCE 1960** began as an assembler with GPM-Taylor St. **RETIRED AUGUST 1978** assembler at SMD-Taylor St. **COMMENTS:** "Toke it day by day."



JOHN N. CAVANAUGH, 26 years' service **SINCE 1952** began in the dip and bake section of FHP Motors **RETIREES JANUARY 1979** first class inspector, GPM-Taylor St. **COMMENTS:** "Now I'll be golfing, fishing, swimming and taking it easy."



HAROLD A. PROUGH, 37 years' service **SINCE 1941** began as a balancer in Building 19 **RETIREES JANUARY 1979** borematic operator of HMO **COMMENTS:** "I plan to enjoy our year round home at Hamilton Lake and do some ice fishing this winter."



DARREL M. DANIELS, 43 years' service **SINCE 1935** began on the hydraulic and pneumatic press in the FHP Motors Department **RETIREES JANUARY 1979** cylindrical grinder at GPM-Taylor St. **COMMENTS:** "I just plan to take it easy and catch up on my fishing."



PAUL G. ROWAN, 42 years' service **SINCE 1936** began as a messenger in Building 18 **RETIREES JANUARY 1979** connect and welder in STBD. **COMMENTS:** "I would like to thank GE for the benefits they provided. They helped me raise a large family. I plan now to fish and visit friends."



ALBERT H. DEVAUX, 38 years' service **SINCE 1940** began as a machinist apprentice in Building 12 **RETIREES JANUARY 1979** model maker at GPM-Taylor St. **COMMENTS:** "I intend to enjoy every day, restoring my antique cars (De Vaux) and many other things I haven't had time to do, but enjoy doing."



ORA M. SHAND, 36 years' service **SINCE 1942** began as an assembler in Building 26 **RETIREES JANUARY 1979** as an assembler at SMD-Taylor St. **COMMENTS:** "I'm thankful for a good standard of living. Plan to travel some, be more active in my church, gardening and a few hobbies."



WILLIAM O. DOELL, 38 years' service **SINCE 1940** began as a drill press operator in Building 4-3 **RETIREES JANUARY 1979** mill operator with HMO. **COMMENTS:** "I'm just going to enjoy my pension. Now I can do what I want, when I want to."



RICHARD F. WOODWARD, 25 years' service **SINCE 1953** began as an inspector with STBD **RETIREES JANUARY 1979** high volume winder at STBD. **COMMENTS:** "The GE was a good place to work. I was thankful for the benefits they have. I have no special plans for retirement."



GE average pay above Franklin maximum rate

Continued from Page 1

quarter this year. That compares with total expected sales of \$138.5 million and estimated earnings of \$6.35 million in 1978 from Franklin's wholly and jointly-owned operations in Florida, Arkansas, Germany, Australia and Bluffton.

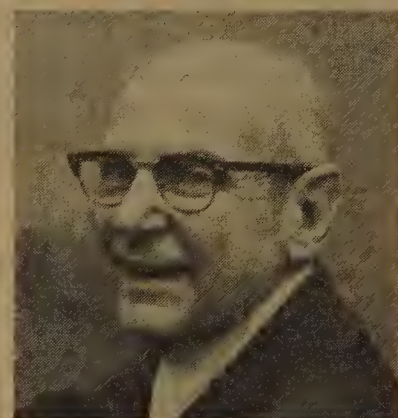
Various issues divide the company and the union at the nearby plant. Key issues are wages, agency shop, job posting, pension and overtime.

The company offered a three-year contract which was rejected by a vote of 802 to 92. The proposal included a \$1.47 per hour increase for the average worker over a three year period.

According to published statistics, hourly wages at Franklin now range from \$4.56 to \$7.14.

At GE in Fort Wayne, current hourly average straight-time earnings are \$7.27 per hour. The hourly range here includes a \$6.03 sweeper, a \$6.68 first class stock keeper, an \$8.46 electrician and a \$9.06 toolmaker.

"What the situation at Franklin demonstrates is that we should be fully aware of the disadvantages of a strike in terms of orders lost to competitors. At best, this is a short-term loss and frequently the shift of business during a strike becomes permanent," said Gautsch.



DEWAYNE SCHELE, of the Advanced Manufacturing Development Operation in Building 19-2, has reached 45 years of service with the company.

HUMORICKS



"You mean that's ALL the colors you have in jogging footwear?"

(Got a funny one up your sleeve? Send it to: Humoricks, GE News, Building 18-3, 1635 Broadway, Fort Wayne, IN. 46804. We accept your art or an idea which we can have illustrated.)

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100 Years of Progress for People

STBD sets record in cost takeouts

Specialty Transformer Business Department announced recently that the department has achieved \$6.9 million in cost improvements during the January to November 1978 period.

The total was the highest ever achieved by STBD and exceeded \$5 million 1978 C-I budget by 38 percent.

According to Company standards, the C-I performance represents an "excellent" rating because it equals or exceeds 15 percent of the total cost of operations. A 10 percent cost takeout program, by the same Company standards, is considered "good."

General Manager Dan Loving-er congratulated employees for the program's success. He noted that the final tally exceeded his

July challenge of reaching 135 percent of budget.

The cost improvements in the 1978 program cover a wide range of operations, including major systems implementations and improved business techniques and procedures.

Generally speaking, the C-I's will affect all areas of the business. Of particular mention is the totally new "O" core configuration, representing a significant breakthrough in the transformer industry.

A number of cost improvements evolved from major redesigns and new product offerings. Others result in improved customer service and response.

The C-I program, in conjunction with the ongoing suggestion

program for hourly employees, helps the department remain competitive in the marketplace.

"Cost takeouts are imperative to a business such as ours in which there is a strong competitive atmosphere, rising costs for pay, benefits and materials, as well as higher rates on interest for reinvestment capital," commented Bart Boehlert, Program Manager.

Boehlert announced the final results of the program at a cost-improvement breakfast which recognized the contribution of professional employees to the program. At that time, Dick Hamilton, Manager-Engineering Systems and Programs, was also introduced as the new C-I Program Manager for 1979.



TEAM CAPTAINS recognized for their leadership in the STBD program are: (row 1) Larry Kane; Ken Buchan; Walt Bedwell; Dan Lavinger, General Manager; Jim Collins; Chet Krasienko; Don Wood; Dave Donnelly, drawing prize winner; (row 2) Ed Zembski; Dan Hap, drawing prize winner; Ron Cox; George Dykhuizen; Bart Boehlert, program manager; Art Fortier; Stan Reidenboch; Lloyd Gabbert; Hal Brenner and Chuck Snyder. Not present, but also a drawing winner was Mark Foster.



COST-IMPROVEMENT Program Manager Bart Boehlert, Manager-Manufacturing Information Systems, announced at a recent STBD meeting that the department's C-I program for the year reached 138 percent of budget.



IN RETURN for an outstanding performance, STBD staff served cost-improvement participants an early morning breakfast.



STAFF members: Roger Grosso, representing Don Dickerman, Marketing Manager; Herb Miller, Manager-Manufacturing; Phil Hopkinsan, Manager-Engineering; Don Kearns, Manager-Strategic Planning; Dan Lovinger, General Manager; George Bartling, Manager-Finance, and Mike Havert, Employee Relations Manager, toast a cup of coffee to the C-I program success. Theme for this year was "Indy \$5 million."

BEARING GIFTS OF JOY — Vicki Houser, First Vice President of the Elex Club, presents gifts to Kay Lantz, Director of Volunteer Services at the Fort Wayne State Hospital and Training Center. Hundreds of gifts were donated by over 600 Elex members at the club's annual Christmas party last week. The gifts will be given to mentally retarded residents at the center who would not otherwise receive anything for Christmas. They will also be used for other FWSHTC programs throughout the year.



GE celebrates with Yule spirit



PACKING gifts bound for the Fort Wayne State Hospital and Training Center are Art Rasor, Chairman of the Wire Mill picnic; and his wife Helen, Elex Club Volunteer Chairman of FWSHTC adaptees. The Wire Mill donated the items, left over from their employee summer picnic, to be used as Christmas gifts at the center.



MEETING the Chairman of the Pensioners' Association Cecil Tarney are: Flossie Straley, Building 4-4 1972 retiree; Clara Williams, in Winter Street 1968 retiree, and Lloyd Garrison, Building 4-4 1968 retiree. All were attending the Pensioners' Christmas Potluck.

'Cash for Cards' nets \$2400 for needy

Fort Wayne General Electric employees gave over \$2400 to the "Cash for Cards" fund this holiday season.

Sponsored by the Elex Club and plant operations in Fort Wayne, the fund provides monies to GE families or pensioners who have particular needs not covered by other social programs or benefit plans.

All employees were urged to give "an amount equal to what they would spend on Christmas cards to their co-

workers." Posters which have been signed by those who contributed have been placed at all plant locations to signify the broad participation in the unique giving program.

Some of the ways the funds have been dispersed recently include:

- a GE employee whose apartment was gutted by fire in November; she is a widow and a mother of a teenage son,
- a retiree who is blind — for purchase of a Bible written in Braille,
- to help a stroke victim during recovery,
- to bring a happier Christmas to a mother of four, who is the sole support of her family, is pregnant and whose husband is in jail,
- funds to assist a mother of two whose husband is suffering a mental illness,
- assistance to a GE family whose trailer home was damaged during a severe wind storm.

Each recipient is screened before funds are administered. Recommendations for the financial assistance are taken at the Elex Club office, Ext. 3535, in Building 18-3. Lorine Peters, Elex advisor, is the contact for more information about the "Cash for Cards" needy family fund.



RECEIVING a box of Christmas candy, as a token of his service as a GE volunteer fireman, is Charles Stackert, of Building 17-4. The candy is presented by Bob Walt, Supervisor-Plant Protection Broadway.

